Nova. S.
Labour

# COLLECTIVE AGREEMENT SURVEY IN TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

# 1974

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ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR

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# COLLECTIVE AGREEMENT SURVEY

# IN

# TRANSPORTATION, COMMUNICATION

# AND

# OTHER UTILITIES

Economics and Research Division

Nova Scotia Department of Labour

Halifax, Nova Scotia

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## FOREWORD

Continued growth and expansion of unionization in Nova Scotia has had a noticeable effect on the collective bargaining process in the Transportation, Communication and Other Utilities industry. In the first attempt to survey and analyze collective agreement provisions in the industry, the number of agreements totaling 11 necessitiated the incorporation of industry data with two other industries, namely Trade and Public Administration. Since the first survey date in 1972, collective agreements meeting the survey date criteria have risen to 20 in the industry. Additional collective agreements have made it more useful for both practical and analytical purposes to present the industry survey data under a separate cover. As a result, the present survey has been initiated with the intention of exhibiting both tabular and chart presentations with statistical comparisons being examined in light of the 1972 base year survey.

It is only with continued co-operation from labour and management in supplying copies of agreements can attempts be made to expose pertinent information on industry contracts

This report has been prepared by the staff of the Economics and Research Division.

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- 1974 -

## INTRODUCTION

During 1974, employment in the industry averaged 29,000[1] in Nova Scotia while union membership for the same was estimated at 12,616[2] persons. The present survey highlighting terms in those agreements which were in effect between January 1, 1974 and June 30, 1974, covers 2,118 employees or approximately 17 percent of unionized workers. With this increased number of collective agreements satisfying survey criteria, a comprhensive analysis of collective agreement provisions presenting a more representative picture of changes in working conditions in the industry could be undertaken.

In the present and previous survey, the task of interpreting certain provisions and terms in the collective agreements has somewhat complicated the job of the collective agreement analyst. With this restriction in mind and to more fully relate details of the contracts as they appear in the original format, direct abstractions of terms and provisions from the collective agreements has been attempted in all practical instances. Consequently, there may appear to be a duplication in meaning in various provisions in the tables.

The names of the unions and employers who contibuted to this survey are listed in the Appendix.

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1 Monthly Labour Force Survey Catalogue. Number 71-001.

2 Economics and Research Division, Nova Scotia Department of Labour, "Labour Organization in Nova Scotia".

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# HIGHLIGHTS

# TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

# 1972 - 1974

## Term of Agreement

The two year contract is still the most popular for this industry with 65 percent of the collective agreements having this time period. Contracts with a time period of more than two years have increased substantially with 30 percent of those agreements analyzed calling for this time period as compared to 9.1 percent in 1972.

## Security Provision

Union Shop was the dominant form of union security in the survey with 65 percent of the collective agreements analyzed having this clause. This fact contrasts sharply with the 1972 survey results which indicated that the larger number (36.3) percent of the agreements preferred Rand Formula. However, this percentage covers only 24.8 percent of the employees under these agreements whereas Rand Formula which is found in 20 percent of the agreements covers 71.9 percent of the employees.

## Check-Off

As a result of the selected security provisions, compulsory payment of union dues was found in 95 percent of the agreements as compared to 81.8 percent in 1972.

## Seniority Recognition

Seniority recognition in the areas of layoffs, promotions, rehirings and vacations was a provision found in 35 percent of the contracts and covered 87 percent of the employees. In 1972 this provision was found in 27.3 percent of the agreements and affected 58.9 percent of the employees.

HIGHLIGHTS (Cont'd)

Permanent Employee Qualification

The trend toward decreasing the probationary periods before gaining permanent employee status has continued for this industry with 65 percent of the collective agreements calling for a probationary period of three months or less. This is a substantial increase over 1972 figures where only 36.4 percent of the agreements had this provision.

Grievance Procedure

The oral method of initiating a grievance is still the most popular and was found in 45 percent of the contracts whereas written presentation of grievances was a clause in 30 percent of the agreements.

The length of time to initiate a grievance ranged from 24 hours to 30 days in 1974. Seven working days or less was the length of time an aggrieved party had to present his grievance in 50 percent of the collective agreements analyzed. In 1972 the majority of collective agreements did not specify the time period.

In this sector, 90 percent of the contracts analyzed provide for re-imbursement if an employee if exonerated after suspension. This provision covers 94.5 percent of the employees under these agreements.

Normal Work Week

The percentage of agreements calling for 40 hours or more in a week accounted for 95 percent of the total (or 62.2 percent of the employees), showing little change in trend from the 1972 survey results. At the same time, the majority of agreements continued to work a five day week in both survey periods.

HIGHLIGHTS (Cont'd)

Overtime Rates

In comparing 1972 and 1974 figures a decrease is noted for time and one-half for overtime work after daily or weekly hours. In 1974 time and one-half was stipulated in 65 percent of the agreements as compared to 100 percent in 1972.

For work performed on Saturday, time and one-half was the most prominant provision appearing in 50 percent of the agreements. Provisions for double time on Sunday was found in 65 percent of the agreements.

Paid Holiday Provision

The majority of agreements, 50 percent, required employees to work the shift prior to and following the paid holiday. This is an increase of 31.8 percent over 1972 figures.

The number of collective agreements providing for nine statutory holidays increased slightly in 1974 with 55 percent of the agreements containing this clause as compared to 45.5 percent in 1972.

Double time and double time and one-half again appeared as the most common pay rates for statutory holidays worked.

Paid holidays falling during an employees vacation was compensated by granting the employee straight time and another day off in 45 percent of the collective agreements analyzed.

Paid Vacations

The trend towards an employer providing longer vacations after shorter periods of service to their employees continued. The Labour Standards Code for the province of Nova Scotia required that all employers provide a vacation of two weeks with pay after one year service for every person who has worked 90 percent of the working time during the year.

HIGHLIGHTS (Cont'd)

Paid Vacations (Cont'd)

Three weeks vacation after ten years or less was found in 75 percent of the agreements. As well, four weeks paid vacation was found in 55 percent of the agreements with the qualification period ranging from 15 to 20 years. Forty-five percent of the agreements affecting 7.6 percent of the employees made no provision while only 10 percent of the agreements surveyed included a five week vacation after 25 years.

Industrial Safety

Provisions relating to Industrial Safety and Health are becoming more common in today's collective agreements. Increases have taken place in the number of clauses dealing with physical examination, work clothing, clothing maintenance, safety equipment and safety in general.

Fringe Benefits

Several fringe benefits in the collective agreements revealed slight increases over the previous survey. These increases are reflected in benefits dealing with paid rest periods and employer contribution to welfare plan.

# TABULAR ANALYSIS

# OF

# COLLECTIVE AGREEMENT PROVISIONS

TABLE 1: TERM OF AGREEMENT

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| One year | - | - | - | - |
| More than one but less than two | 1 | 5.0 | 10 | 0.5 |
| Two years | 13 | 65.0 | 1058 | 50.0 |
| More than two but less than three | 4 | 20.0 | 1037 | 49.0 |
| Three years | 2 | 10.0 | 13 | 0.5 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 2: SECURITY PROVISIONS

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Open Shop | 1 | 5.0 | 22 | 1.0 |
| Union Shop | 13 | 65.0 | 526 | 24.8 |
| Modified Union Shop | - | - | - | - |
| Rand Formula | 4 | 20.0 | 1522 | 71.9 |
| Maintenance of membership for present and future union members | - | - | - | - |
| Rand Formula for new employees, maintenance of membership, for present and future union members | - | - | - | - |
| Rand Formula with maintenance of membership for present and future union members | 2 | 10.0 | 48 | 2.3 |
| Modified Rand Formula | - | - | - | - |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 3: CHECK-OFF

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Compulsory for all employees with closed or union shop | 13 | 65.0 | 526 | 24.8 |
| Compulsory for all employees without closed or union shop | 6 | 30.0 | 1570 | 74.1 |
| Voluntary and irrevocable | - | - | - | - |
| Voluntary and revocable | 1 | 5.0 | 22 | 1.1 |
| Compulsory for union members or new employees | - | - | - | - |
| Voluntary for old employees, compulsory for new | - | - | - | - |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 4: SENIORITY RECOGNITION

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Layoffs and rehirings | 3 | 15.0 | 52 | 2.5 |
| Layoffs, promotions and rehirings | 6 | 30.0 | 138 | 6.5 |
| Layoffs, promotions and vacations | - | - | - | - |
| Layoffs, promotions, rehirings and vacations | 7 | 35.0 | 1843 | 87.0 |
| Layoffs, rehirings and vacations | 4 | 20.0 | 85 | 4.0 |
| Not stated | - | - | - | - |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 5: SENIORITY UNIT

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Unit not stated | 9 | 45.0 | 884 | 41.7 |
| Company wide | 3 | 15.0 | 48 | 2.3 |
| Company and classification | 1 | 5.0 | 191 | 9.0 |
| Company, job and section | 1 | 5.0 | 95 | 4.5 |
| Craft or occupation | 3 | 15.0 | 838 | 39.6 |
| Department | 2 | 10.0 | 30 | 1.4 |
| Plant | - | - | - | - |
| Zone | 1 | 5.0 | 32 | 1.5 |
| No provision | - | - | - | - |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 6: PERMANENT EMPLOYEE QUALIFICATION

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| One month | 3 | 15.0 | 57 | 2.7 |
| Two months | 3 | 15.0 | 48 | 2.3 |
| Three months | 7 | 35.0 | 370 | 17.5 |
| Four months | 1 | 5.0 | 801 | 37.8 |
| Six months | 2 | 10.0 | 714 | 33.7 |
| No provision | 4 | 20.0 | 128 | 6.0 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 7: GRIEVANCE PROCEDURE

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Method of Grievance Procedure | | | | |
| Written | 6 | 30.0 | 115 | 5.4 |
| Oral | 9 | 45.0 | 1770 | 83.6 |
| Written or oral | - | - | - | - |
| Not specifically stated | 5 | 25.0 | 233 | 11.0 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Length of Time to Initiate Grievance | | | | |
| 24 hours | 1 | 5.0 | 95 | 4.5 |
| Two days | - | - | - | - |
| Two working days | 3 | 15.0 | 94 | 4.4 |
| 48 hours | 1 | 5.0 | 16 | 0.7 |
| 72 hours | 1 | 5.0 | 19 | 0.8 |
| Five working days | 2 | 10.0 | 36 | 1.7 |
| Seven working days | 2 | 10.0 | 14 | 0.7 |
| Within 30 days | 1 | 5.0 | 22 | 1.0 |
| Not specifically stated | 9 | 45.0 | 1822 | 86.2 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 7: GRIEVANCE PROCEDURE (CONT'D)

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Complainant's Status | | | | |
| Suspended at discretion of employer, re-imbursement if exonerated | 18 | 90.0 | 2001 | 94.5 |
| Appeal after dismissal where discharge is involved | 1 | 5.0 | 95 | 4.5 |
| No provision | 1 | 5.0 | 22 | 1.0 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Number of Arbitrators | | | | |
| (a) Single arbitrator | 8 | 40.0 | 1690 | 79.8 |
| (b) Three man board | 9 | 45.0 | 207 | 9.8 |
| (c) Five man board | 1 | 5.0 | 19 | 0.9 |
| (d) Either (a) or (b) | 2 | 10.0 | 202 | 9.5 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 8: NORMAL WORK WEEK

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| 37½ hours | 1 | 5.0 | 801 | 37.8 |
| 37½ hours (excluding one hour meal period) | - | - | - | - |
| 40 hours | 9 | 45.0 | 1099 | 51.9 |
| 40 hours (excluding one hour meal period) | - | - | - | - |
| 45 hours | 2 | 10.0 | 26 | 1.2 |
| 46 hours | 1 | 5.0 | 29 | 1.4 |
| 48 hours | 5 | 25.0 | 125 | 5.9 |
| Not specifically stated | 2 | 10.0 | 38 | 1.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| **Application of Work Week** | | | | |
| Five consecutive days where possible with two consecutive days off | - | - | - | - |
| Five days per week | 12 | 60.0 | 1923 | 90.8 |
| Five and one-half days per week | 1 | 5.0 | 19 | 0.9 |
| Six days | 1 | 5.0 | 45 | 2.1 |
| See agreement[1] | 1 | 5.0 | 29 | 1.4 |
| Not stated | 5 | 25.0 | 102 | 4.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

[1] Varies according to job classification.

TABLE 9: OVERTIME RATES

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Overtime Rates After Daily or Weekly Hours | | | | |
| Time and one-half | 13 | 65.0 | 1295 | 61.1 |
| Time and one-half followed by higher rate | 4 | 20.0 | 771 | 36.4 |
| Extra day's pay | 1 | 5.0 | 32 | 1.5 |
| Not stated | 2 | 10.0 | 20 | 1.0 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Overtime Rates on Saturday | | | | |
| Time and one-half | 10 | 50.0 | 1184 | 55.9 |
| Time and one-half followed by a higher rate | 2 | 10.0 | 52 | 2.5 |
| Double time | 2 | 10.0 | 812 | 38.3 |
| No provision | 6 | 30.0 | 70 | 3.3 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 9: OVERTIME RATES (CONT'D)

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Overtime Rates On Sunday | | | | |
| Time and one-half | 3 | 15.0 | 43 | 2.0 |
| Time and one-half followed by a higher rate | 1 | 5.0 | 45 | 2.1 |
| Double time | 13 | 65.0 | 1982 | 93.6 |
| No provision | 3 | 15.0 | 48 | 2.3 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 10: PAID HOLIDAYS PROVISION

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Requirements for Paid Statutory Holidays | | | | |
| Must work day prior to holiday and day following holiday | 10 | 50.0 | 242 | 11.4 |
| Either work day preceeding or following holiday | 2 | 10.0 | 17 | 0.8 |
| Other | 1 | 5.0 | 191 | 9.0 |
| No provision | 7 | 35.0 | 1668 | 78.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Paid Statutory Holidays | | | | |
| One per year | 1 | 5.0 | 30 | 1.4 |
| Six per year | 1 | 5.0 | 10 | 0.5 |
| Eight per year | 3 | 15.0 | 58 | 2.7 |
| Nine per year | 11 | 55.0 | 1852 | 87.4 |
| Ten per year | 2 | 10.0 | 106 | 5.0 |
| 12 per year | 1 | 5.0 | 30 | 1.4 |
| Not specifically stated | 1 | 5.0 | 32 | 1.6 |
| No provision | - | - | - | - |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Pay Rates For Holidays Worked | | | | |
| Time ane one-half | 1 | 5.0 | 5 | 0.2 |
| Double time | 9 | 45.0 | 333 | 15.7 |
| Double time and one-half | 4 | 20.0 | 934 | 44.1 |
| Double time and one-half or working day off with pay in lieu | 1 | 5.0 | 44 | 2.1 |
| Double time followed by a lower rate | 1 | 5.0 | 45 | 2.1 |
| Triple time | 1 | 5.0 | 11 | 0.5 |
| Working day off with pay in lieu | 1 | 5.0 | 6 | 0.3 |
| Varies according to holiday | 1 | 5.0 | 708 | 33.4 |
| No provision | 1 | 5.0 | 32 | 1.6 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Provision for Paid Holidays During Vacation | | | | |
| (a) Straight time and another day off | 9 | 45.0 | 1062 | 50.1 |
| (b) Extra day's pay | 1 | 5.0 | 7 | 0.3 |
| (c) Either (a) or (b) | 2 | 10.0 | 820 | 38.7 |
| (d) No provision | 8 | 40.0 | 229 | 10.9 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Paid Holiday Falling on Days Not Normally Worked | | | | |
| Observe on following Monday or day proclaimed by government | 7 | 35.0 | 836 | 39.5 |
| Working day off with pay | - | - | - | - |
| Observe on following Monday or day proclaimed by government or extra day off with pay | 2 | 10.0 | 817 | 38.6 |
| Extra day's pay | - | - | - | - |
| No provision | 11 | 55.0 | 465 | 21.9 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 11: PAID VACATIONS

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Paid Vacations - Three Weeks | | | | |
| After four years | 1 | 5.0 | 30 | 1.4 |
| After five years | 1 | 5.0 | 45 | 2.1 |
| After eight years | 1 | 5.0 | 22 | 1.0 |
| After nine years | 3 | 15.0 | 1520 | 71.8 |
| After ten years | 9 | 45.0 | 383 | 18.1 |
| After 15 years | 1 | 5.0 | 44 | 2.1 |
| After 20 years | - | - | - | - |
| No provision | 4 | 20.0 | 74 | 3.5 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Paid Vacations - Four Weeks | | | | |
| After 15 years | 2 | 10.0 | 124 | 5.9 |
| After 16 years | 1 | 5.0 | 30 | 1.4 |
| After 18 years | 1 | 5.0 | 7 | 0.3 |
| After 19 years | 2 | 10.0 | 1509 | 71.2 |
| After 20 years | 5 | 25.0 | 288 | 13.6 |
| After 21 years | - | - | - | - |
| After 22 years | - | - | - | - |
| After 25 years | - | - | - | - |
| No provision | 9 | 45.0 | 160 | 7.6 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 11: PAID VACATIONS (CONT'D)

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Paid Vacations - Five Weeks | | | | |
| After 25 years | 2 | 10.0 | 1509 | 71.2 |
| No provision | 18 | 90.0 | 609 | 28.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 12: SHIFT PROVISIONS

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Evening shift - $ .12 per hour | - | - | - | - |
| Evening shift - $ .15 per hour | 1 | 5.0 | 30 | 1.4 |
| $ .16 for evening shift; $ .18 for night shift; Sunday premium $ .30 per hour | 1 | 5.0 | 95 | 4.5 |
| $ .60 per evening tour; $1.30 night tour | 1 | 5.0 | 801 | 37.8 |
| $ .75 per evening tour; $1.30 per night tour | - | - | - | - |
| $1.80 per evening tour; $2.00 per night tour | - | - | - | - |
| $2.25 per evening tour | 1 | 5.0 | 22 | 1.0 |
| 10% above normal rates for 2nd and 3rd shifts | 1 | 5.0 | 30 | 1.4 |
| Other | 1 | 5.0 | 7 | 0.3 |
| No provision | 14 | 70.0 | 1133 | 53.6 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 13: INDUSTRIAL SAFETY

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Provision for safety | 7 | 35.0 | 1866 | 88.1 |
| No provision | 13 | 65.0 | 252 | 11.9 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Safety Committee | | | | |
| Provision for committee | 6 | 30.0 | 1054 | 49.8 |
| No provision | 14 | 70.0 | 1064 | 50.2 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Safety Equipment | | | | |
| Provided at no cost | 1 | 5.0 | 708 | 33.4 |
| Provided at some cost | - | - | - | - |
| No provision | 19 | 95.0 | 1410 | 66.6 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Physical examination | 7 | 35.0 | 323 | 15.3 |
| No provision | 13 | 65.0 | 1795 | 84.7 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 13: INDUSTRIAL SAFETY (CONT'D)

| Provisions | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Work Clothing | | | | |
| (a) Provided at no cost | 6 | 30.0 | 884 | 41.7 |
| (b) Provided at some cost | 2 | 10.0 | 198 | 9.3 |
| (c) Either (a) or (b) (depending on classification) | 2 | 10.0 | 30 | 1.4 |
| (d) No provision | 10 | 50.0 | 1006 | 47.6 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Clothing Maintenance | | | | |
| At no cost | 3 | 15.0 | 56 | 2.6 |
| At some cost | 1 | 5.0 | 6 | 0.3 |
| No provision | 16 | 80.0 | 2056 | 97.1 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 14: FRINGE BENEFITS

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Paid Bereavement Leave | | | | |
| Two days | - | - | - | - |
| Three days | 7 | 35.0 | 407 | 19.2 |
| Four days | 1 | 5.0 | 16 | 0.8 |
| Three days plus travel time | 4 | 20.0 | 1571 | 74.2 |
| No provision | 8 | 40.0 | 124 | 5.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Paid Sick Leave | | | | |
| One and one-quarter days per month | 1 | 5.0 | 191 | 9.0 |
| One and one-half days per month | 3 | 15.0 | 106 | 5.0 |
| One day per year | 1 | 5.0 | 45 | 2.1 |
| One week per year | 1 | 5.0 | 11 | 0.5 |
| Other | 1 | 5.0 | 16 | 0.8 |
| Not specifically stated | 1 | 5.0 | 801 | 37.8 |
| No provision | 12 | 60.0 | 948 | 44.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 14: FRINGE BENEFITS (CONT'D)

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Paid Sick Leave - Time Requisite | | | | |
| After one month | 1 | 5.0 | 45 | 2.1 |
| After 60 working days | 1 | 5.0 | 30 | 1.4 |
| After one year | 1 | 5.0 | 11 | 0.5 |
| Not specifically stated | 2 | 10.0 | 817 | 38.6 |
| No provision | 15 | 75.0 | 1215 | 57.4 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Paid Sick Leave - Cumulative to | | | | |
| 20 days | - | - | - | - |
| Four weeks | 1 | 5.0 | 11 | 0.5 |
| 36 days | - | - | - | - |
| 50 days | 1 | 5.0 | 44 | 2.1 |
| 125 days | 2 | 10.0 | 223 | 10.5 |
| 150 days | 1 | 5.0 | 30 | 1.4 |
| 260 days | - | - | - | - |
| Not specifically stated | 2 | 10.0 | 817 | 38.6 |
| No provision | 13 | 65.0 | 993 | 46.9 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 14: FRINGE BENEFITS (CONT'D)

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Reporting Pay Guarantee | | | | |
| Two hours | 2 | 10.0 | 221 | 10.4 |
| Four hours | 6 | 30.0 | 98 | 4.6 |
| No provision | 12 | 60.0 | 1799 | 85.0 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Call-Out Pay Guarantee | | | | |
| Two hours | 1 | 5.0 | 7 | 0.3 |
| Three hours | 7 | 35.0 | 956 | 45.1 |
| Four hours | 5 | 25.0 | 1017 | 48.0 |
| 48 hours | - | - | - | - |
| No provision | 7 | 35.0 | 138 | 6.6 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 14: FRINGE BENEFITS (CONT'D)

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Notice of Layoff | | | | |
| 24 hours | - | - | - | - |
| Five days or pay in lieu | 1 | 5.0 | 32 | 1.5 |
| One week | 1 | 5.0 | 708 | 33.4 |
| Two weeks | 1 | 5.0 | 22 | 1.0 |
| Depends on length of service | 1 | 5.0 | 30 | 1.4 |
| No provision | 16 | 80.0 | 1326 | 62.7 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Paid Rest Periods | | | | |
| One of ten minutes duration | 1 | 5.0 | 30 | 1.4 |
| Two of ten minutes duration | 2 | 10.0 | 26 | 1.2 |
| One of 15 minutes duration | - | - | - | - |
| Two of 15 minutes duration | 1 | 5.0 | 7 | 0.4 |
| No provision | 16 | 80.0 | 2055 | 97.0 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Paid jury duty | 8 | 40.0 | 1876 | 88.6 |
| No provision | 12 | 60.0 | 242 | 11.4 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 14: FRINGE BENEFITS (CONT'D)

| PROVISIONS | AGREEMENTS NO. | AGREEMENTS % | EMPLOYEES COVERED NO. | EMPLOYEES COVERED % |
|---|---|---|---|---|
| Medical benefits | 5 | 25.0 | 338 | 16.0 |
| No provision | 15 | 75.0 | 1780 | 84.0 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Life insurance plan | 7 | 35.0 | 389 | 18.4 |
| No provision | 13 | 65.0 | 1729 | 81.6 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Unpaid leave of absence (union business) | 11 | 55.0 | 1677 | 79.2 |
| No provision | 9 | 45.0 | 441 | 20.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Job posting | 8 | 40.0 | 1694 | 80.0 |
| No provision | 12 | 60.0 | 424 | 20.0 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Labour management committee | 4 | 20.0 | 110 | 5.2 |
| No provision | 16 | 80.0 | 2008 | 94.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

FRINGE BENEFITS (CONT'D)

| PROVISIONS | AGREEMENTS NO. | % | EMPLOYEES COVERED NO. | % |
|---|---|---|---|---|
| Employer contribution to welfare plan | 10 | 50.0 | 477 | 22.5 |
| No provision | 10 | 50.0 | 1641 | 77.5 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| No subcontracting clause | 3 | 15.0 | 67 | 3.2 |
| No provision | 17 | 85.0 | 2051 | 96.8 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Illness or injury allowance | 4 | 20.0 | 239 | 11.3 |
| No provision | 16 | 80.0 | 1879 | 88.7 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |
| Board and lodging allowance (subsistence allowance) | 7 | 35.0 | 806 | 38.1 |
| No provision | 13 | 65.0 | 1312 | 61.9 |
| TOTAL | 20 | 100.0 | 2118 | 100.0 |

TABLE 15: BASE RATE INCREASE

| Lowest Wage Paid 1974 | Base Rate Increase 1974 |
|---|---|
| $1.85 | 13.2 Percent |

The above wage rate of $1.85 was the lowest wage rate paid to a full time employee in the 20 collective agreements surveyed. For purposes of a base rate analysis, employees considered probationary or apprentices are excluded. The base rate increase (13.2 percent) as calculated using the industry survey agreements is an average of the compound percentage increases from the 20 collective agreements.

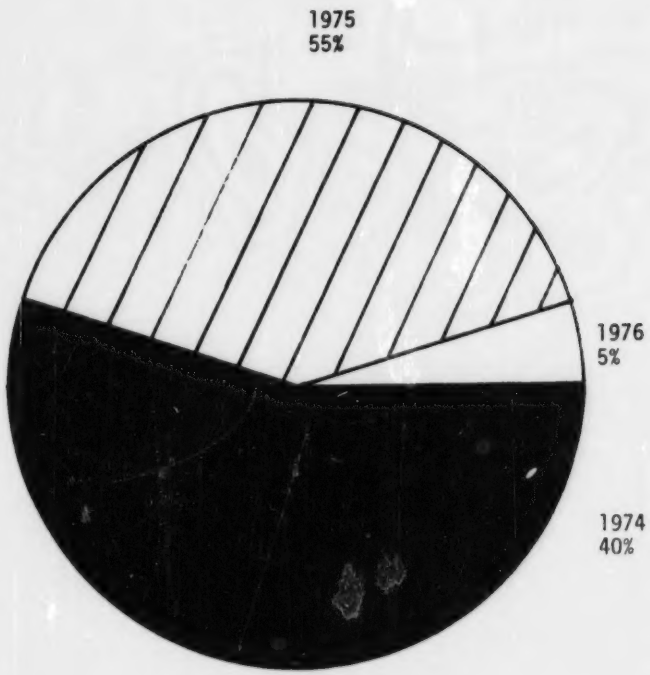
# CHART ANALYSIS

# OF

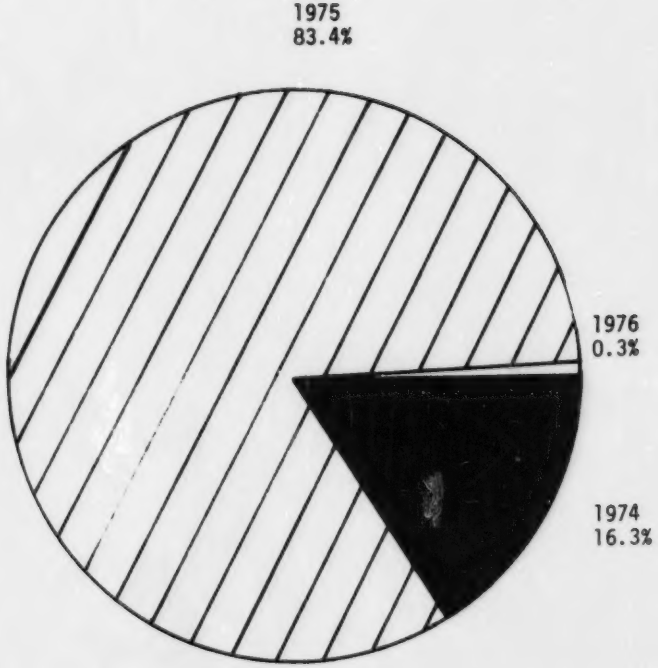
# COLLECTIVE AGREEMENT PROVISIONS

PERCENTAGE DISTRIBUTION OF AGREEMENTS AND EMPLOYEES

COVERED BY YEAR OF EXPIRY




BY AGREEMENT




BY EMPLOYEES

CHART 1: Term of Agreement

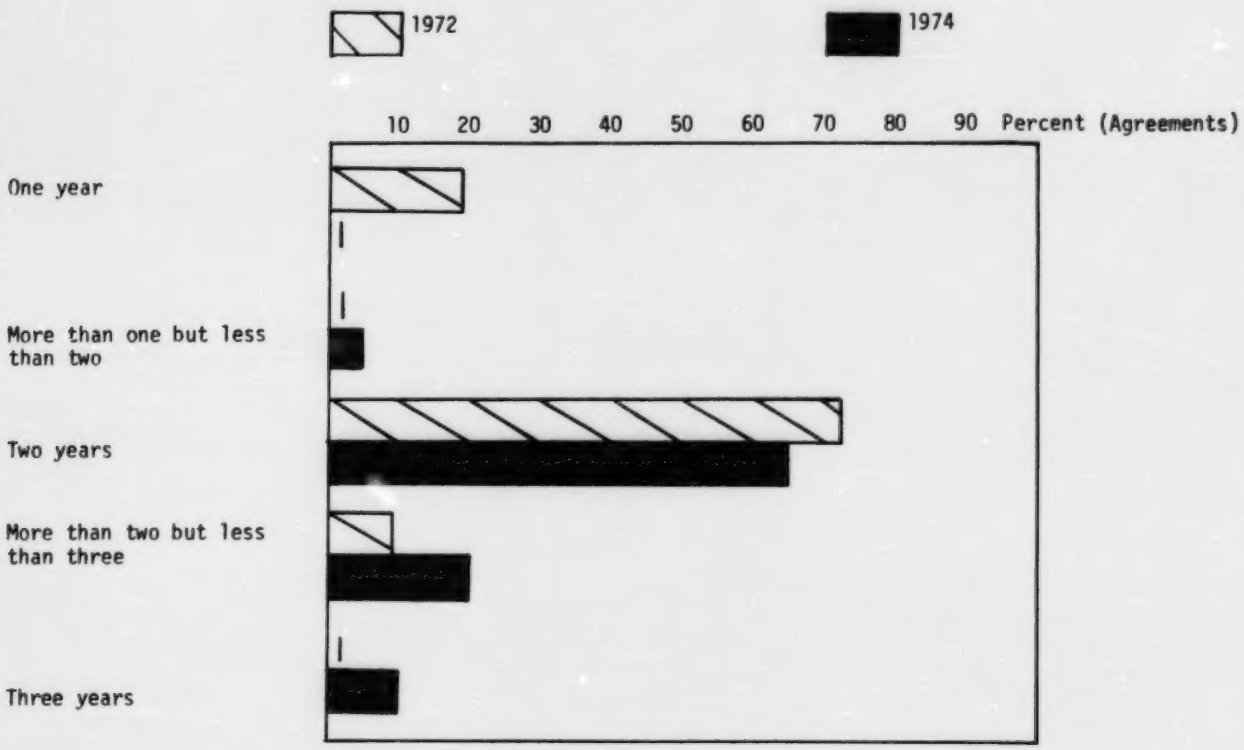


CHART 2: Security Provisions

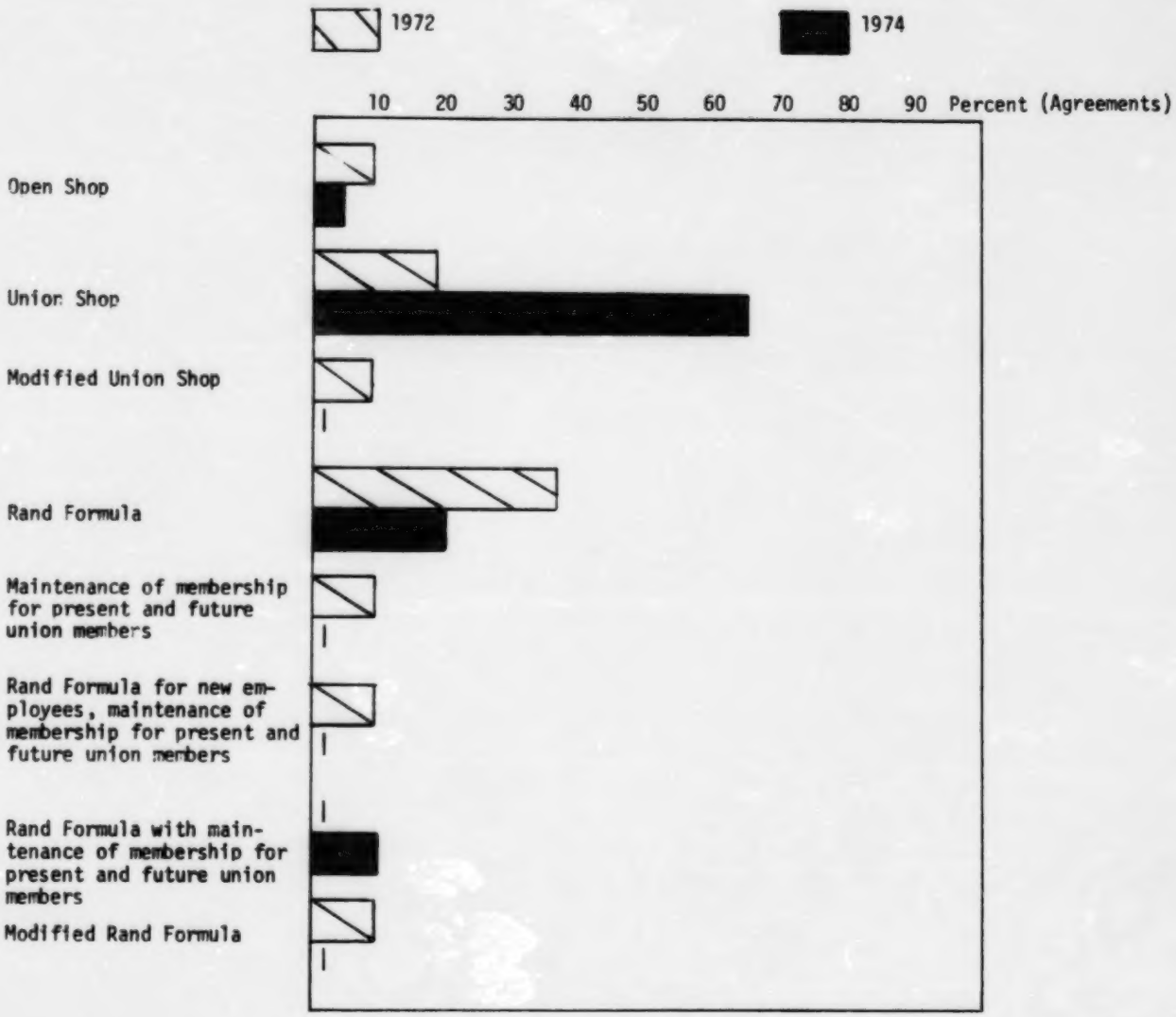

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Open Shop
Union Shop
Modified Union Shop
Rand Formula
Maintenance of membership for present and future union members
Rand Formula for new employees, maintenance of membership for present and future union members
Rand Formula with maintenance of membership for present and future union members
Modified Rand Formula

CHART 3: Check-Off

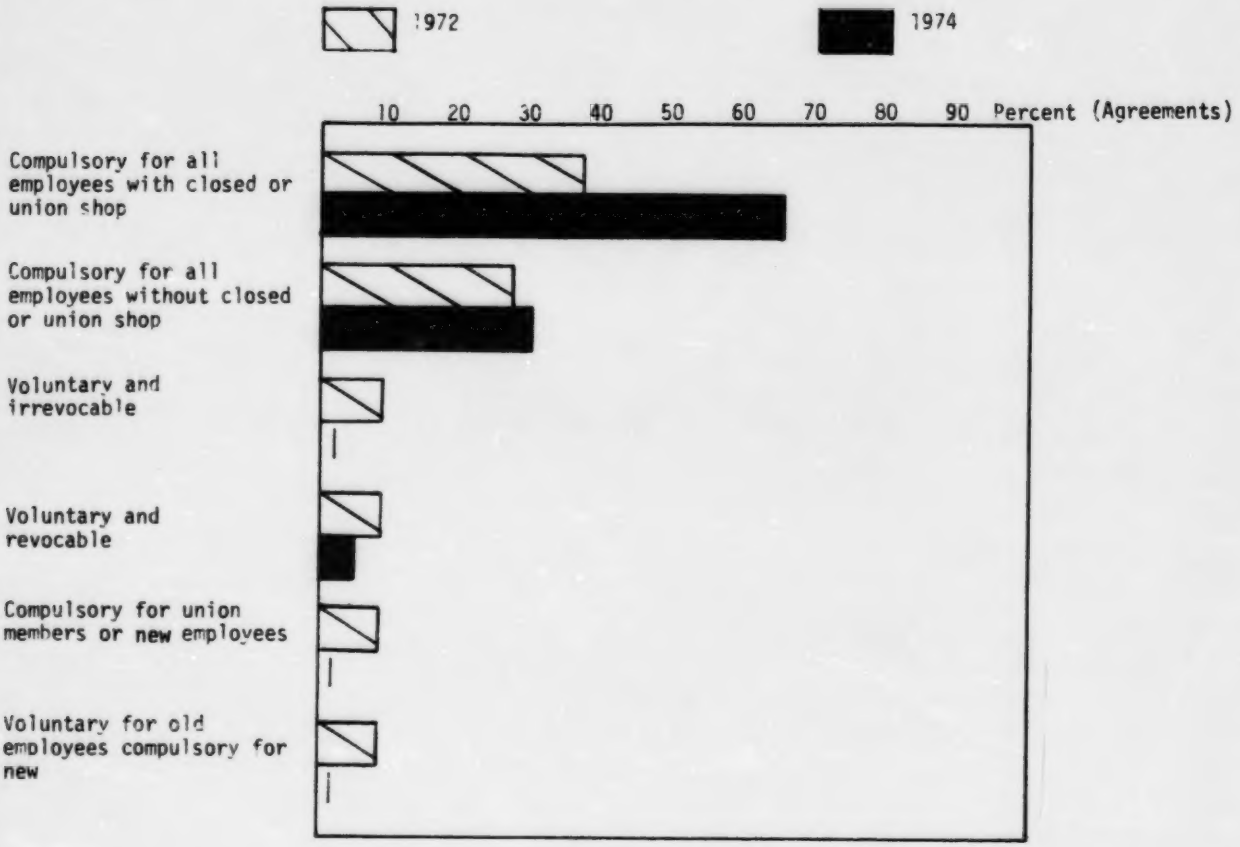

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Compulsory for all employees with closed or union shop
Compulsory for all employees without closed or union shop
Voluntary and irrevocable
Voluntary and revocable
Compulsory for union members or new employees
Voluntary for old employees compulsory for new

CHART 4: Seniority Recognition



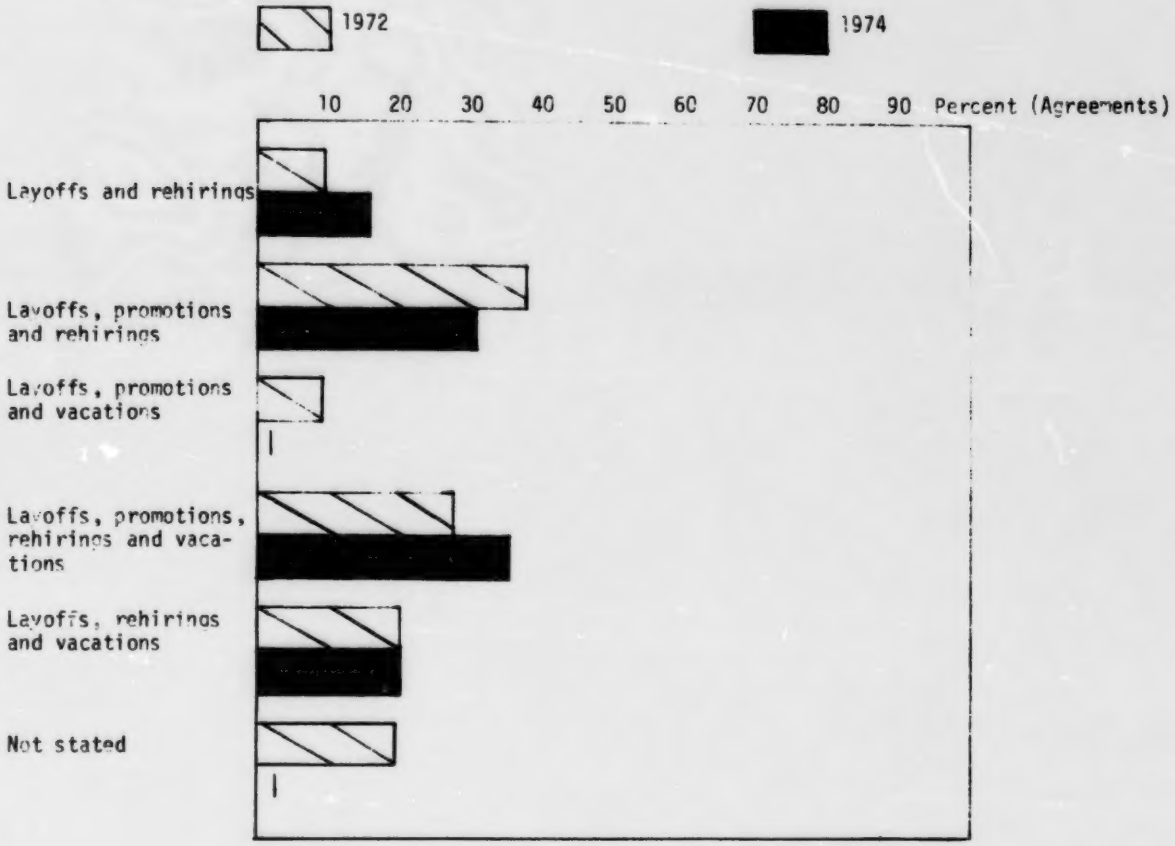


CHART 5: Seniority Unit

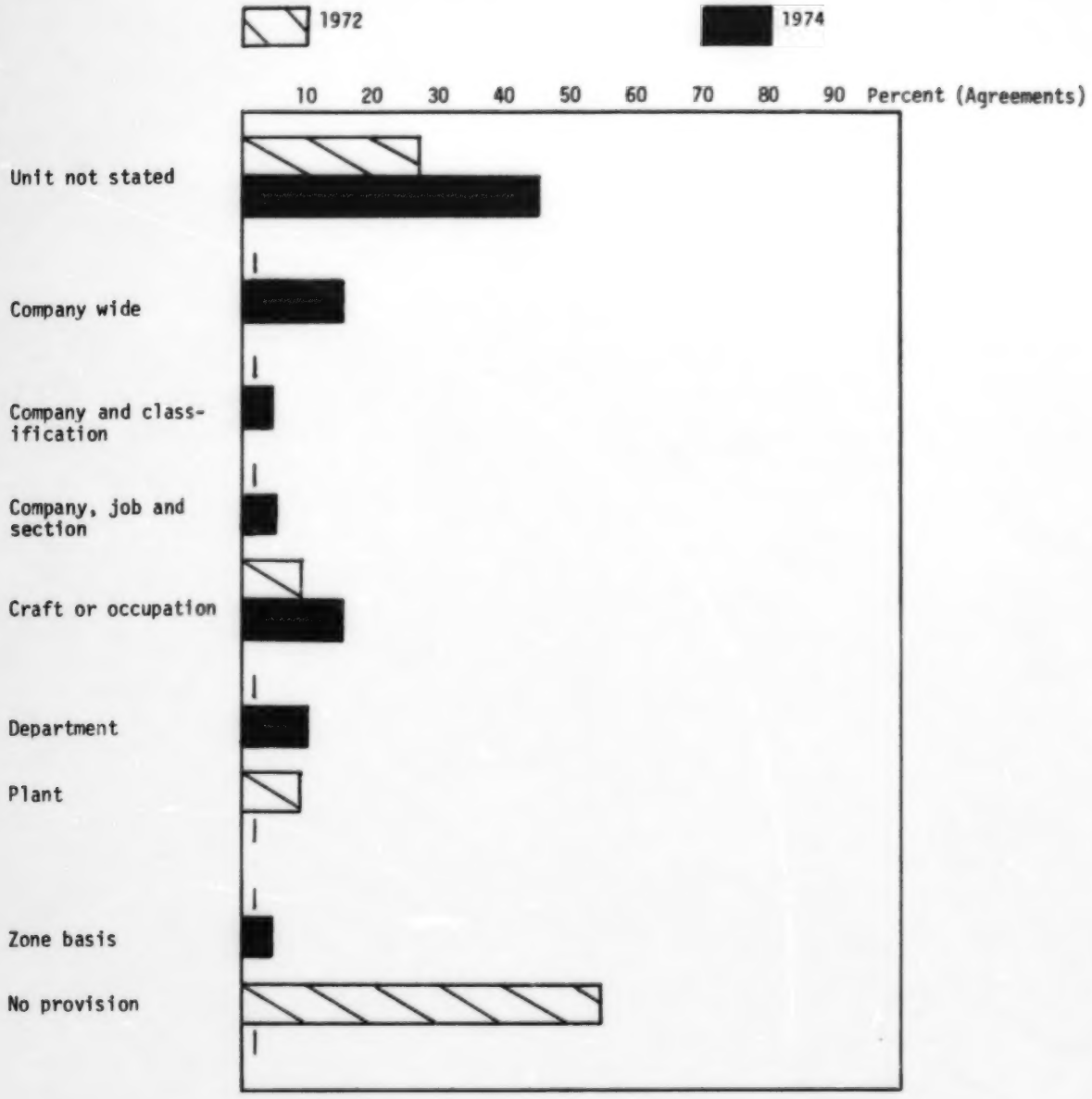


CHART 6: Permanent Employee Qualification

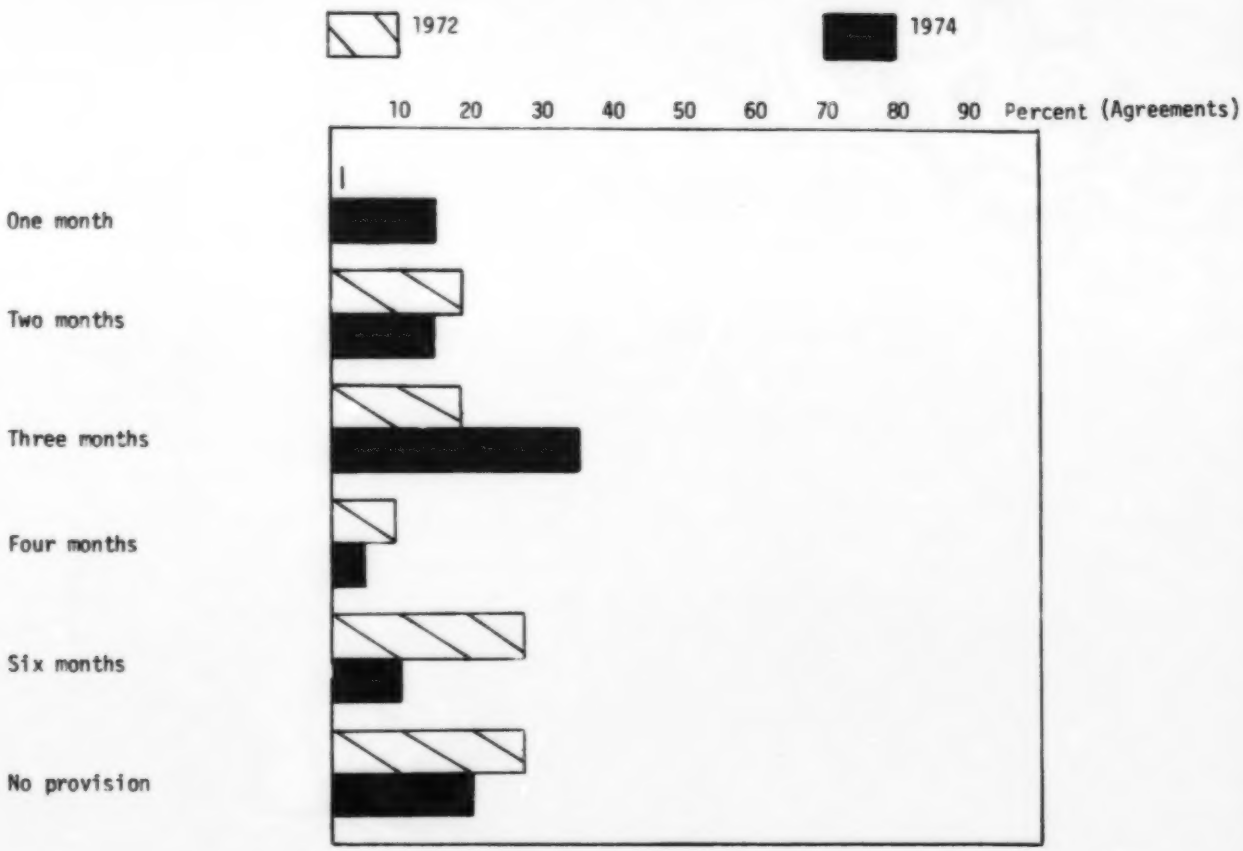


CHART 7: Grievance Procedure

Method of Grievance Procedure

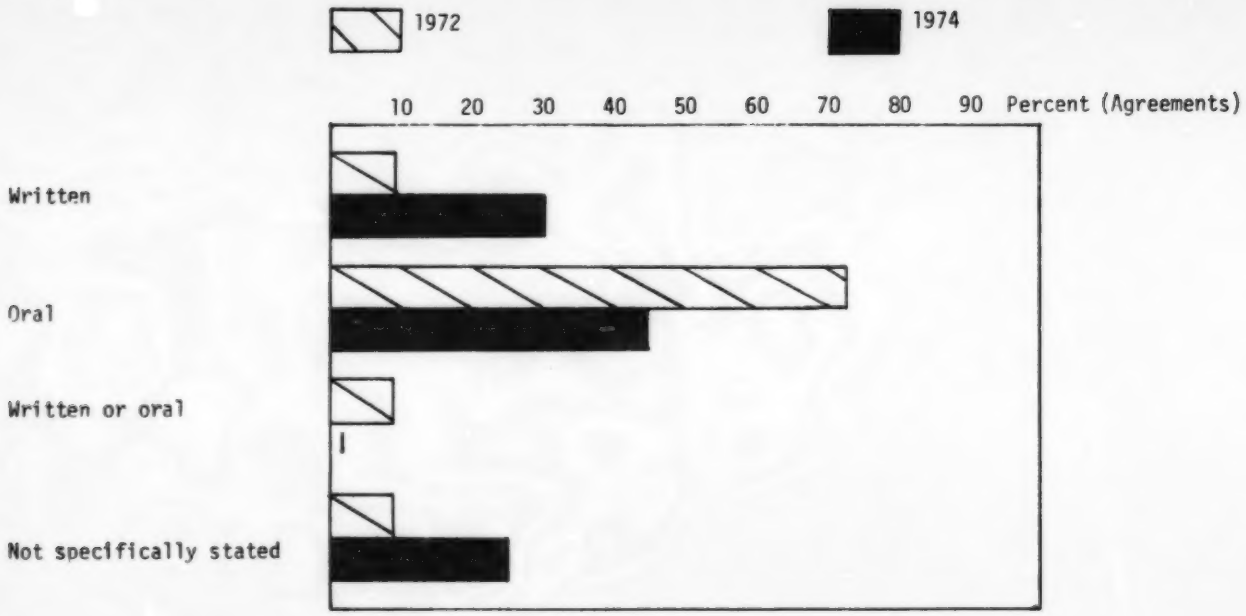


CHART 7: Grievance Procedure (Cont'd)

Length of Time to Initiate Grievance

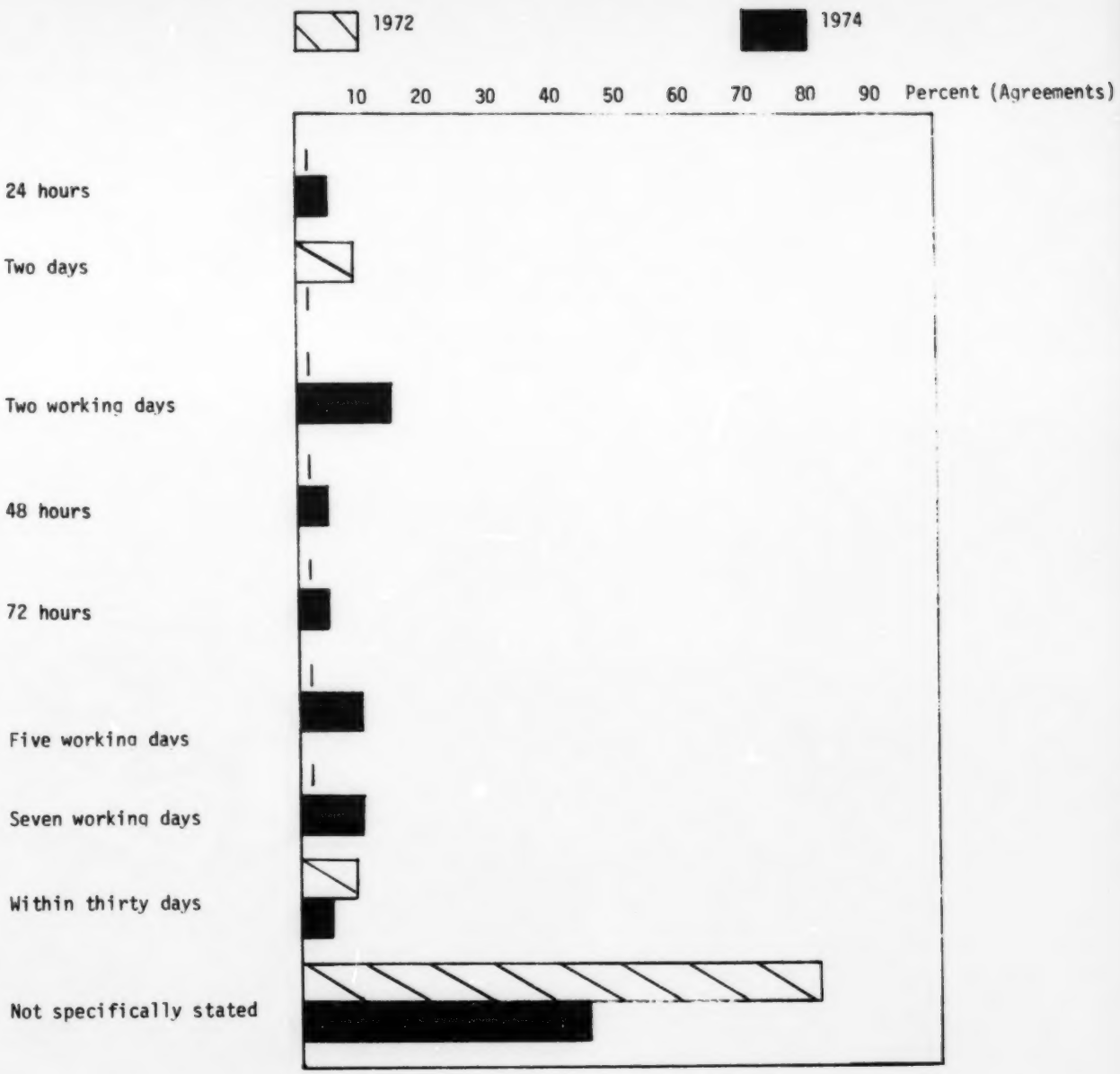


CHART 7: Grievance Procedure (Cont'd)

Complainant's Status

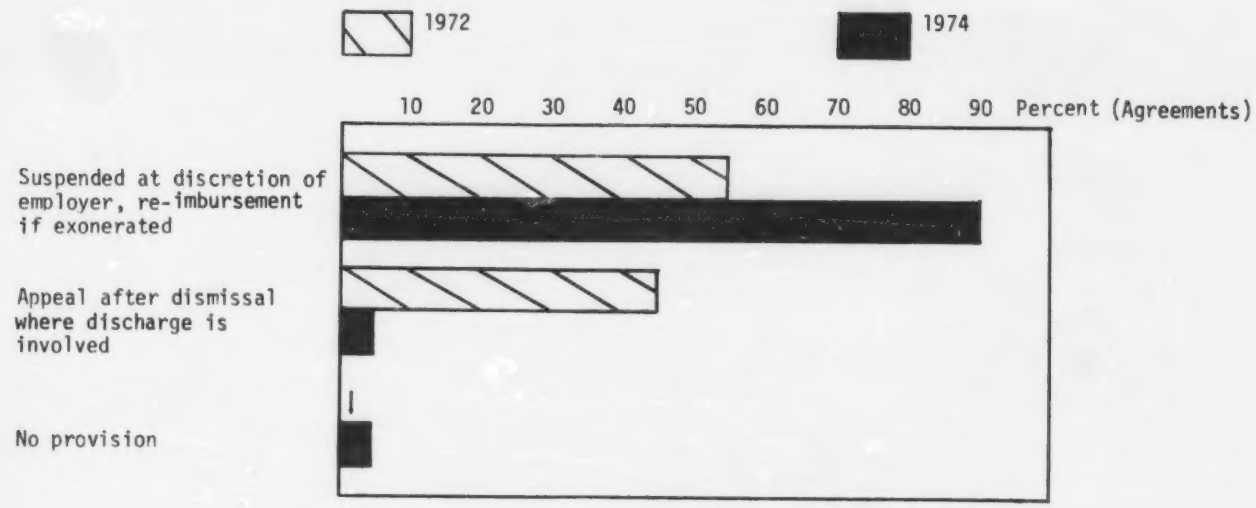


CHART 8: Normal Work Week

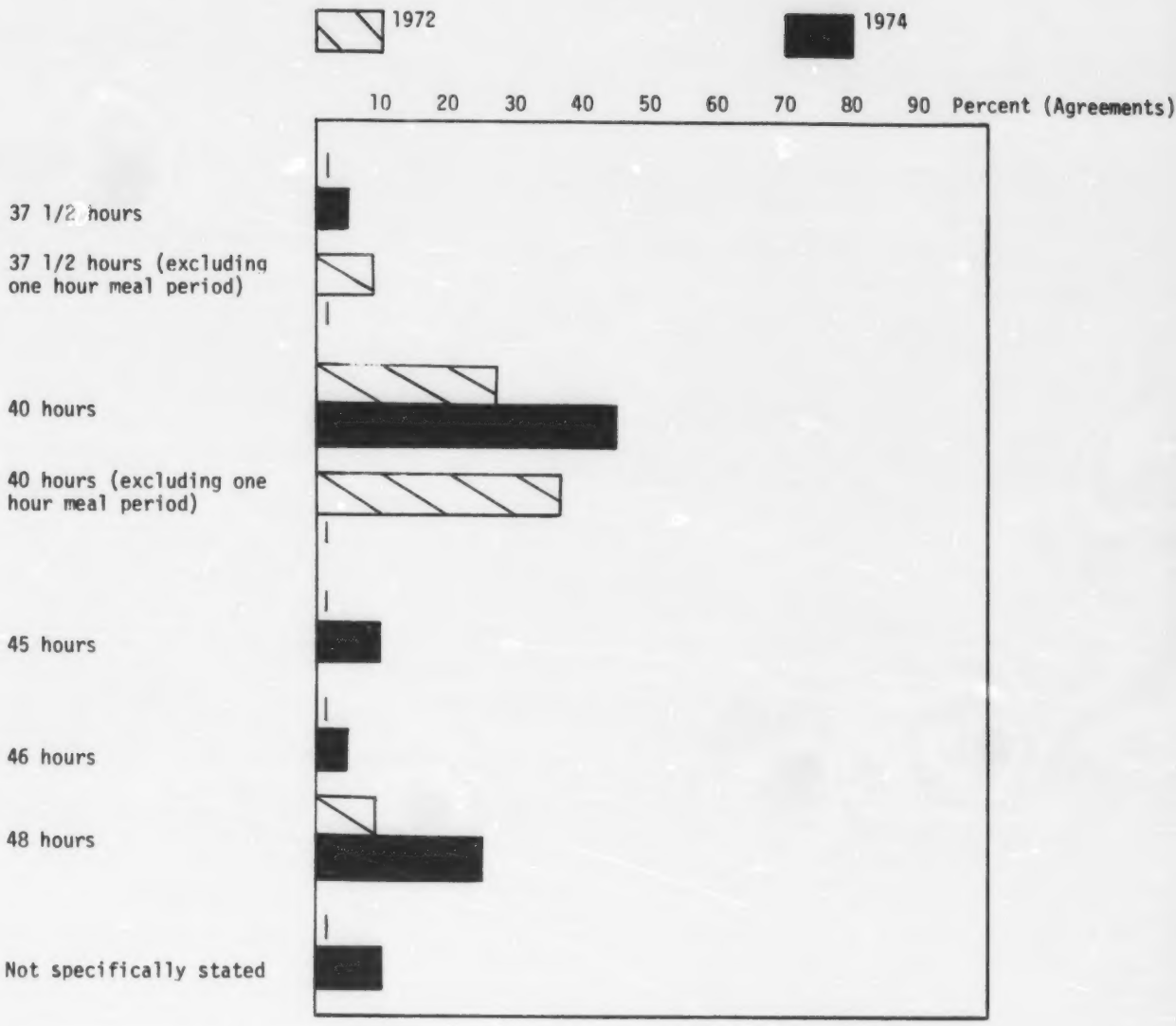
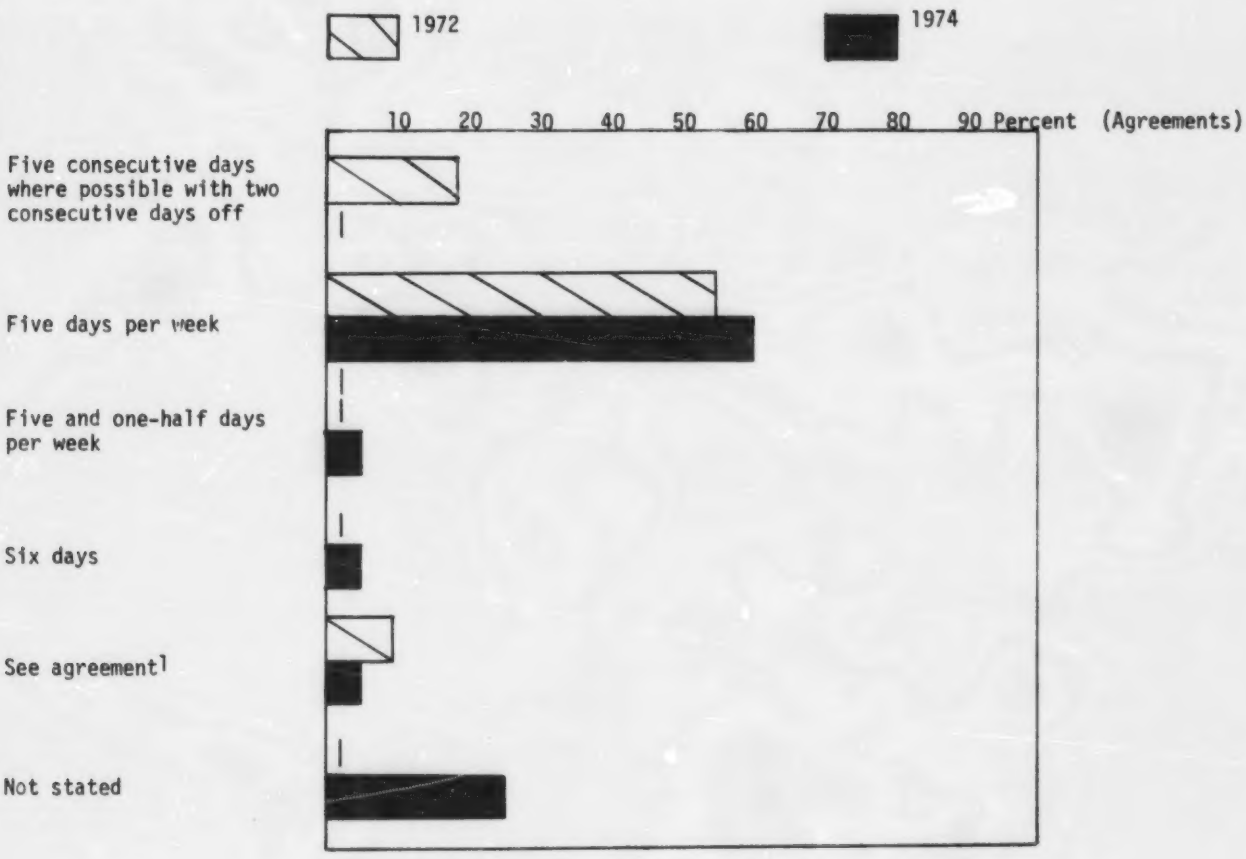


CHART 8: Normal Work Week

Application of Work Week


1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Five consecutive days where possible with two consecutive days off
Five days per week
Five and one-half days per week
Six days
See agreement[1]
Not stated

[1] Varies according to job classification.

CHART 9: Overtime Rates

Overtime Rates After Daily or Weekly Hours

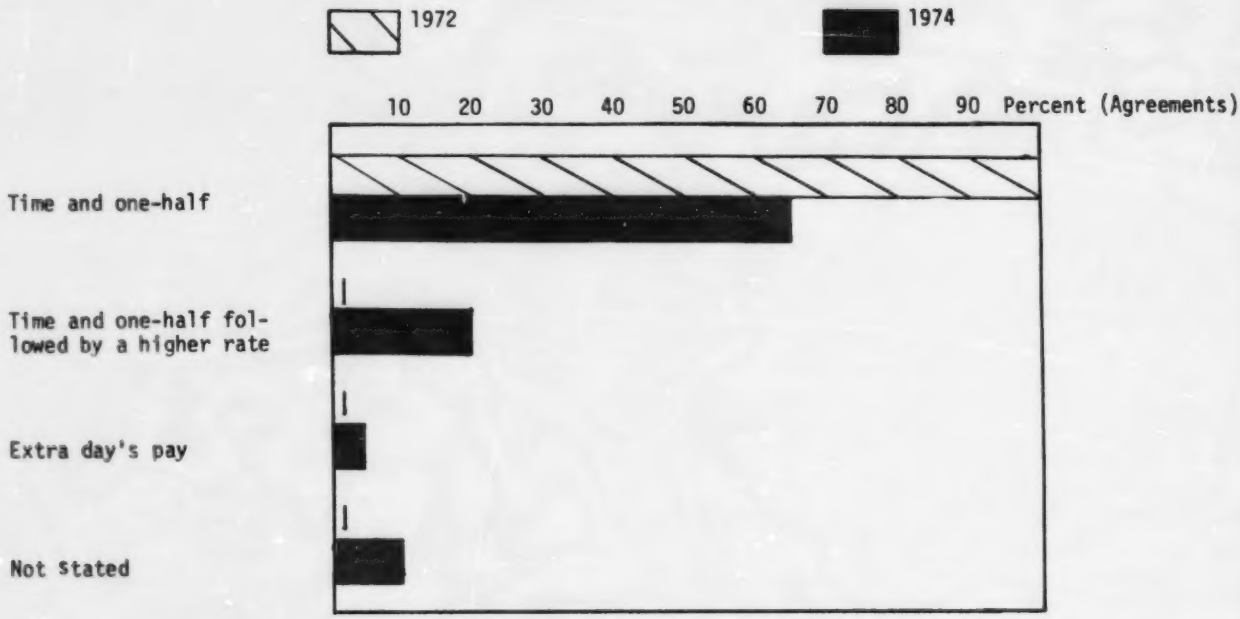


CHART 9: Overtime Rates (Cont'd)

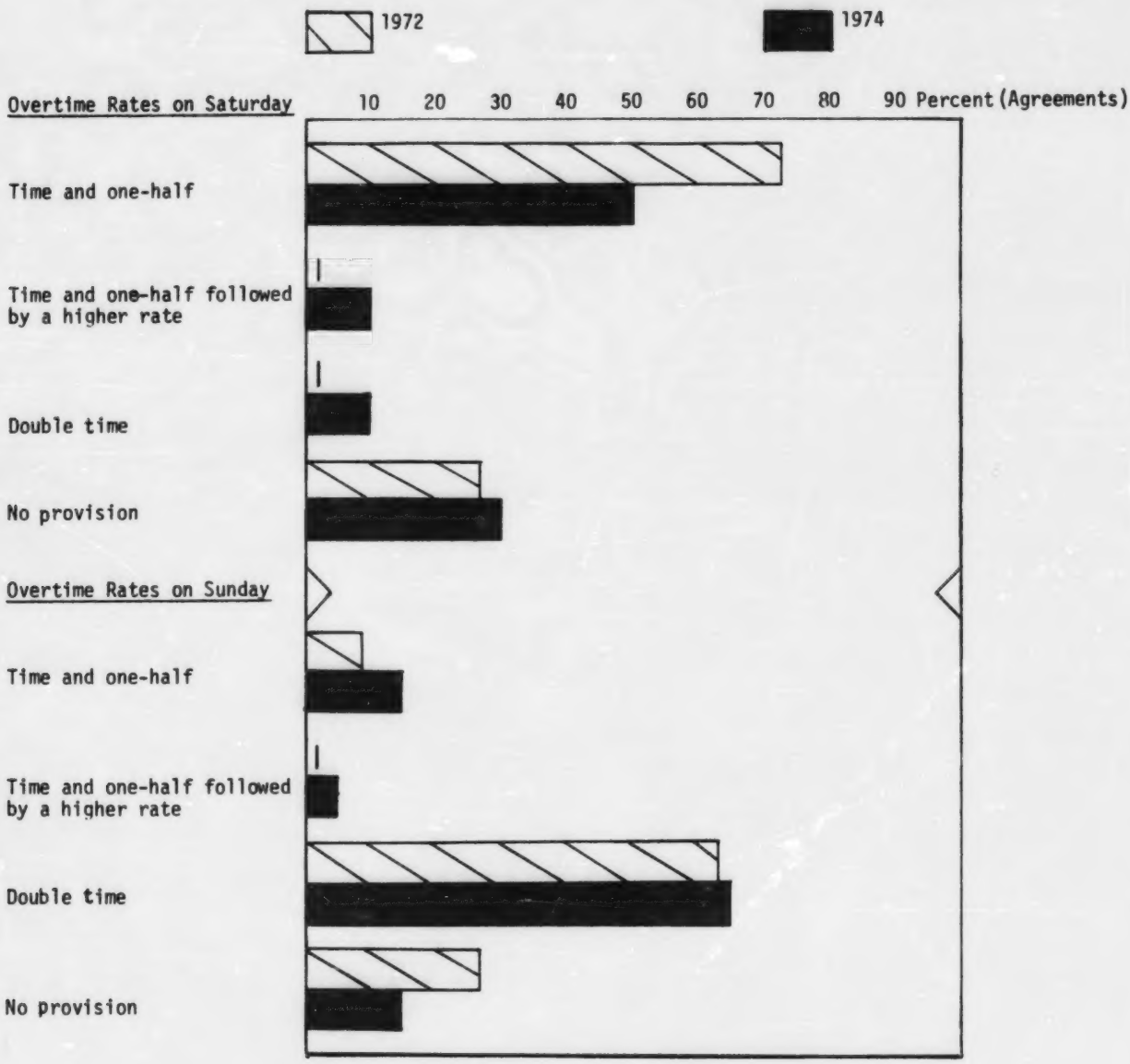


CHART 10: Paid Holiday Provision

Requirements for Paid Statutory Holidays

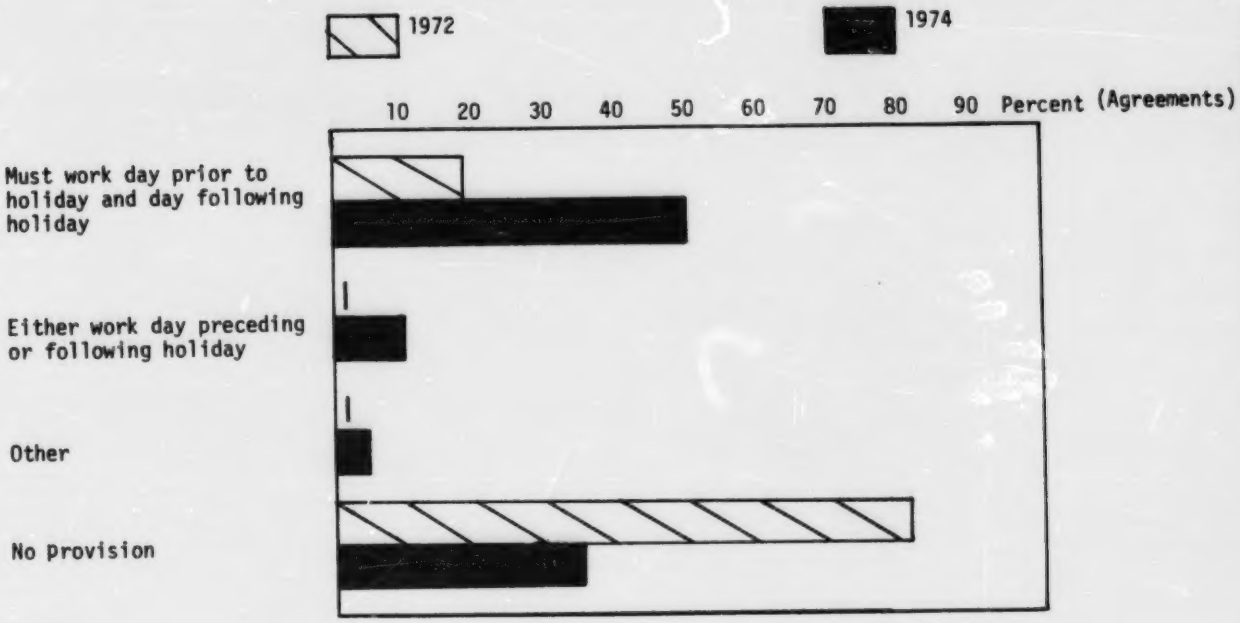


CHART 10: Paid Holiday Provisions (Cont'd)

Paid Statutory Holidays

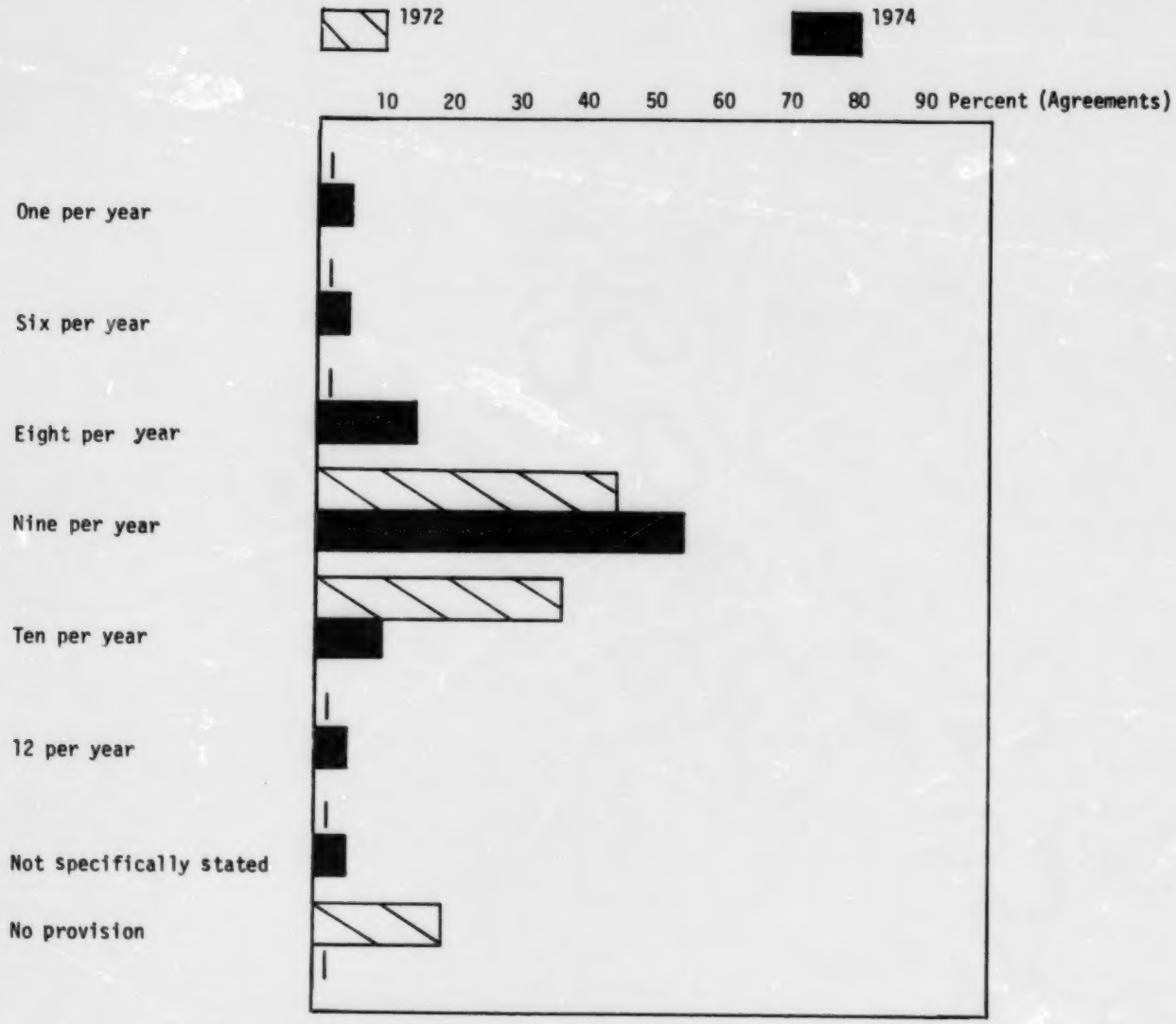


CHART 10: Paid Holidays Provision (Cont'd)

Pay Rates For Holidays Worked

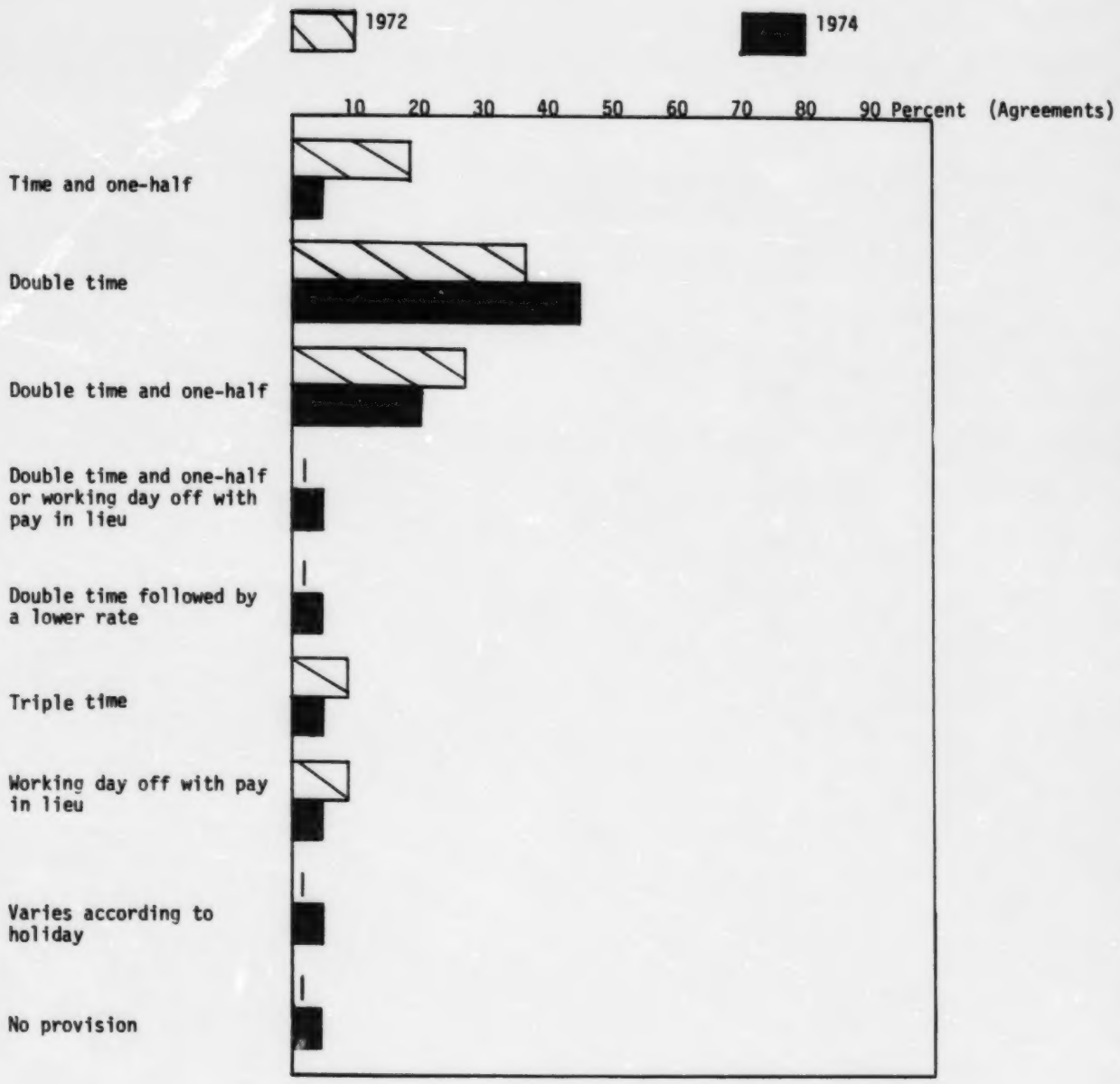

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Time and one-half
Double time
Double time and one-half
Double time and one-half or working day off with pay in lieu
Double time followed by a lower rate
Triple time
Working day off with pay in lieu
Varies according to holiday
No provision

CHART 10: Paid Holiday Provision (Cont'd)

Provision for Paid Holiday During Vacation

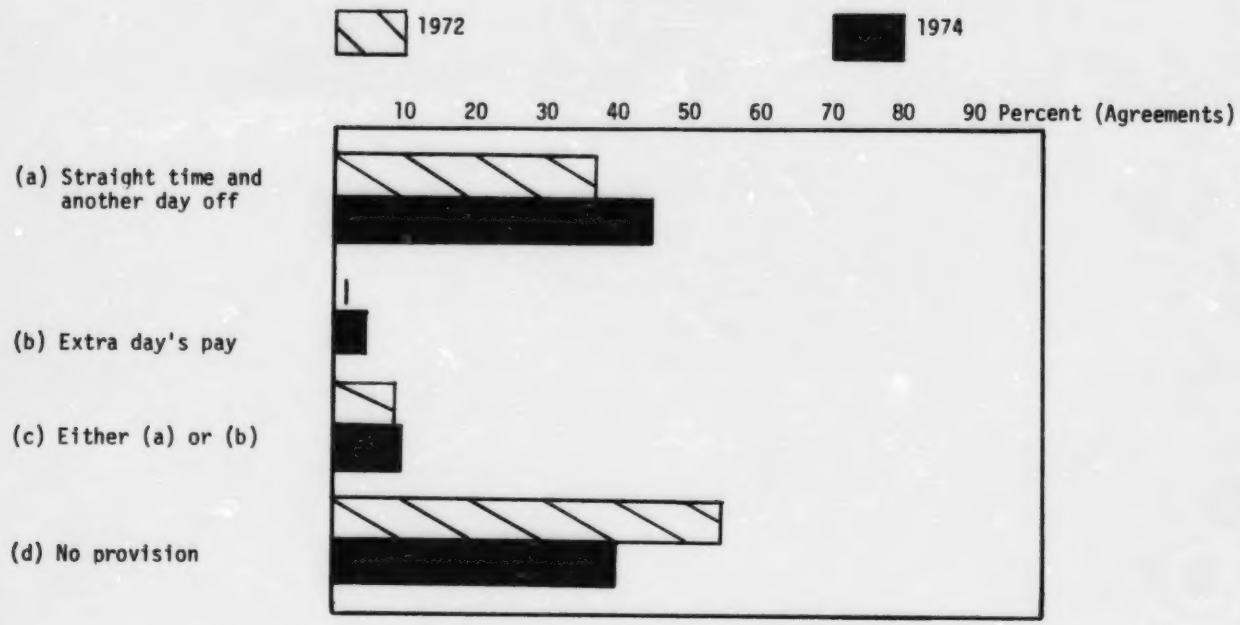

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
(a) Straight time and another day off
(b) Extra day's pay
(c) Either (a) or (b)
(d) No provision

CHART 10: Paid Holiday Provisions (Cont'd)

Paid Holiday Falling on Days Not Normally Worked

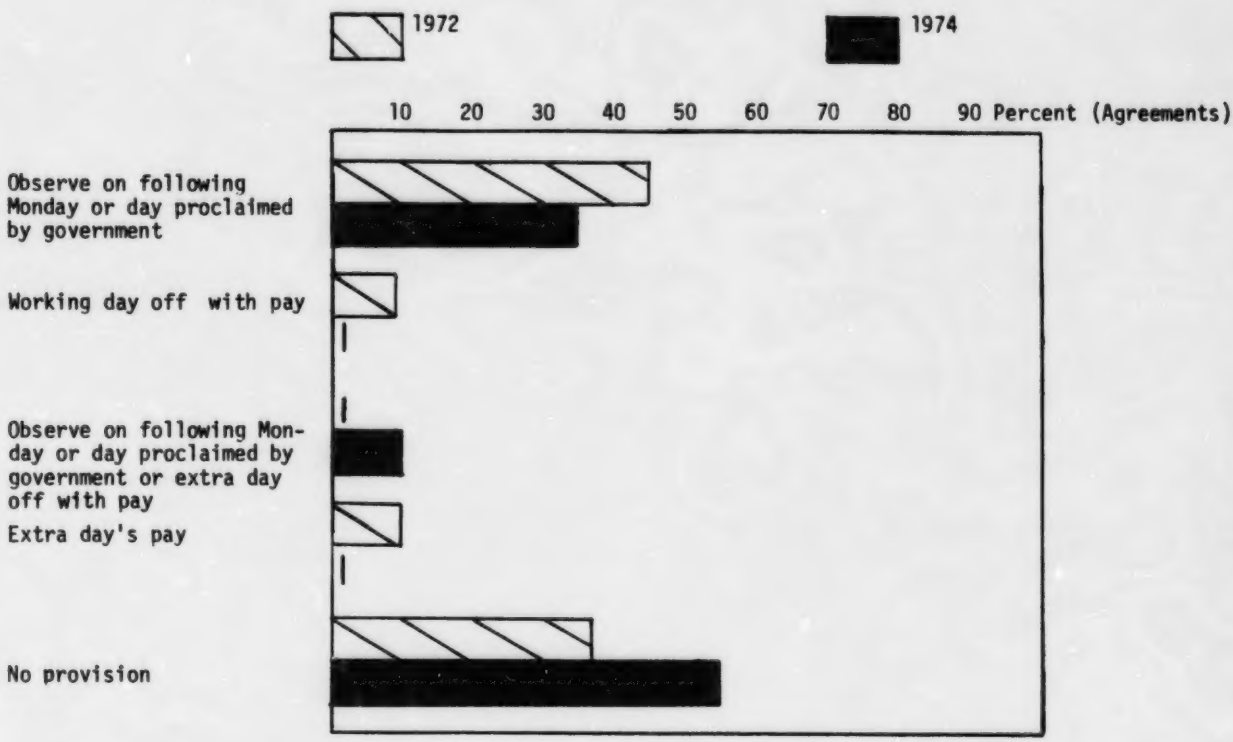


CHART 11: Paid Vacations

Paid Vacation - Three Weeks

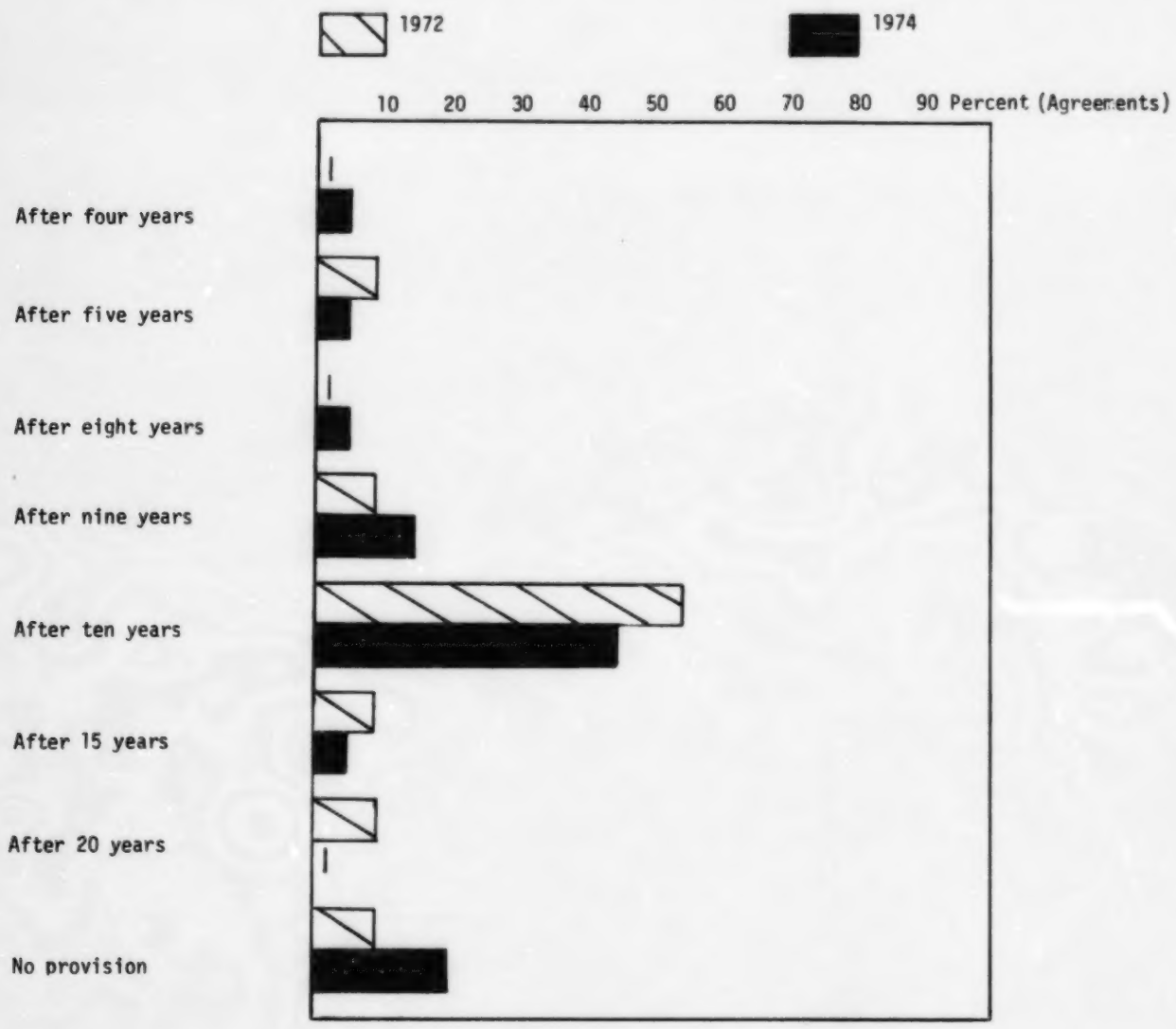


CHART 11: Paid Vacations (Cont'd)

Paid Vacation - Four Weeks

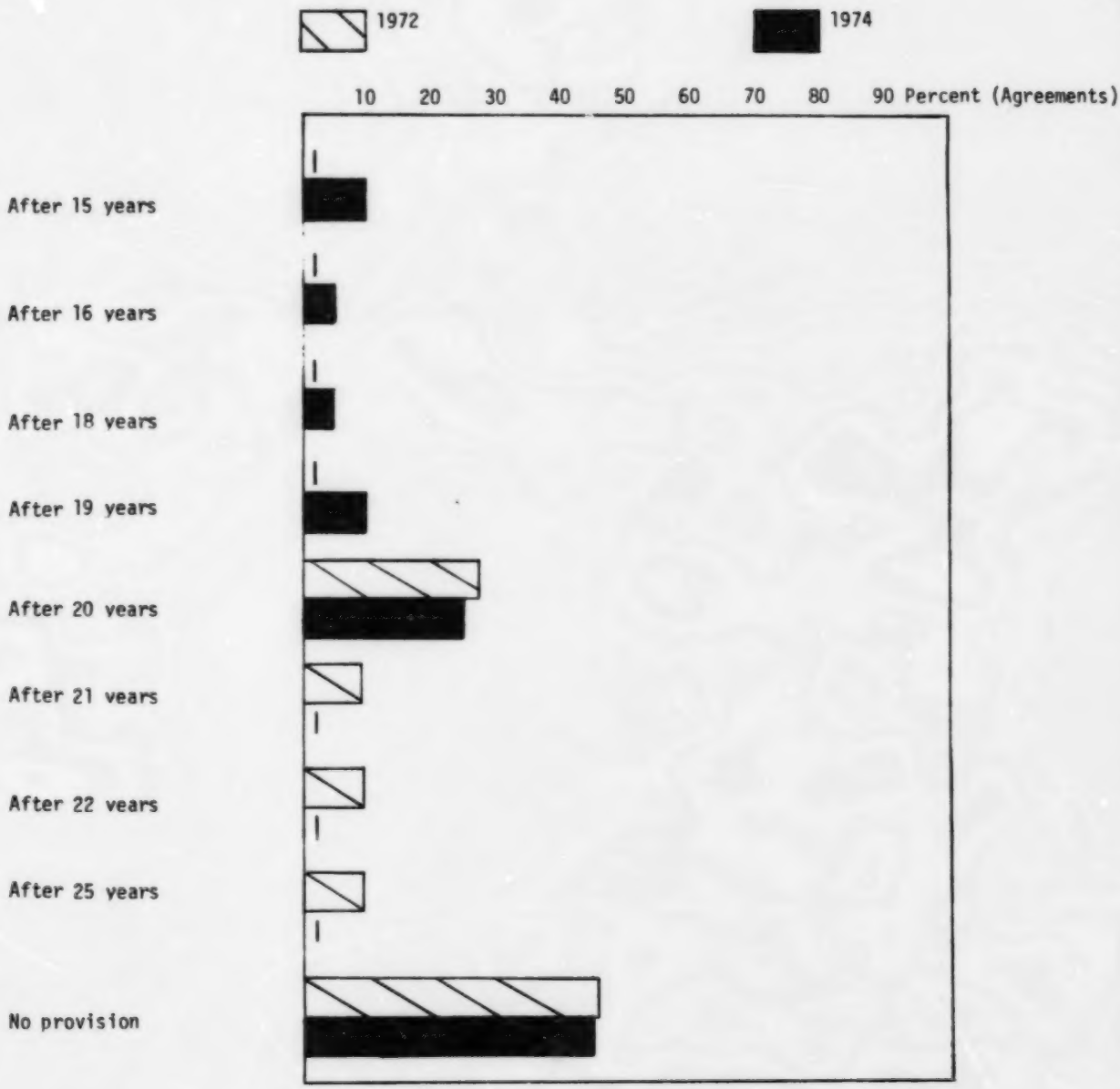


CHART 11: Paid Vacations (Cont'd)

Paid Vacation - Five Weeks

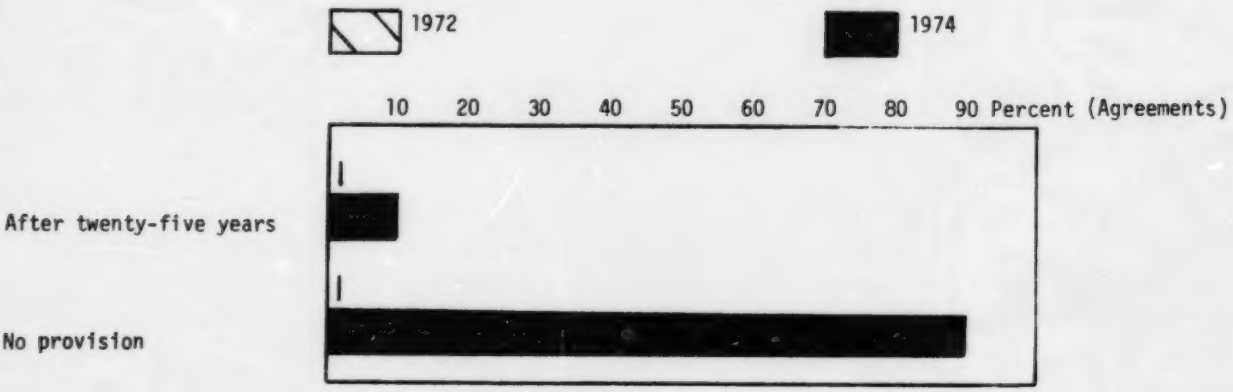


CHART 12: Shift Provision

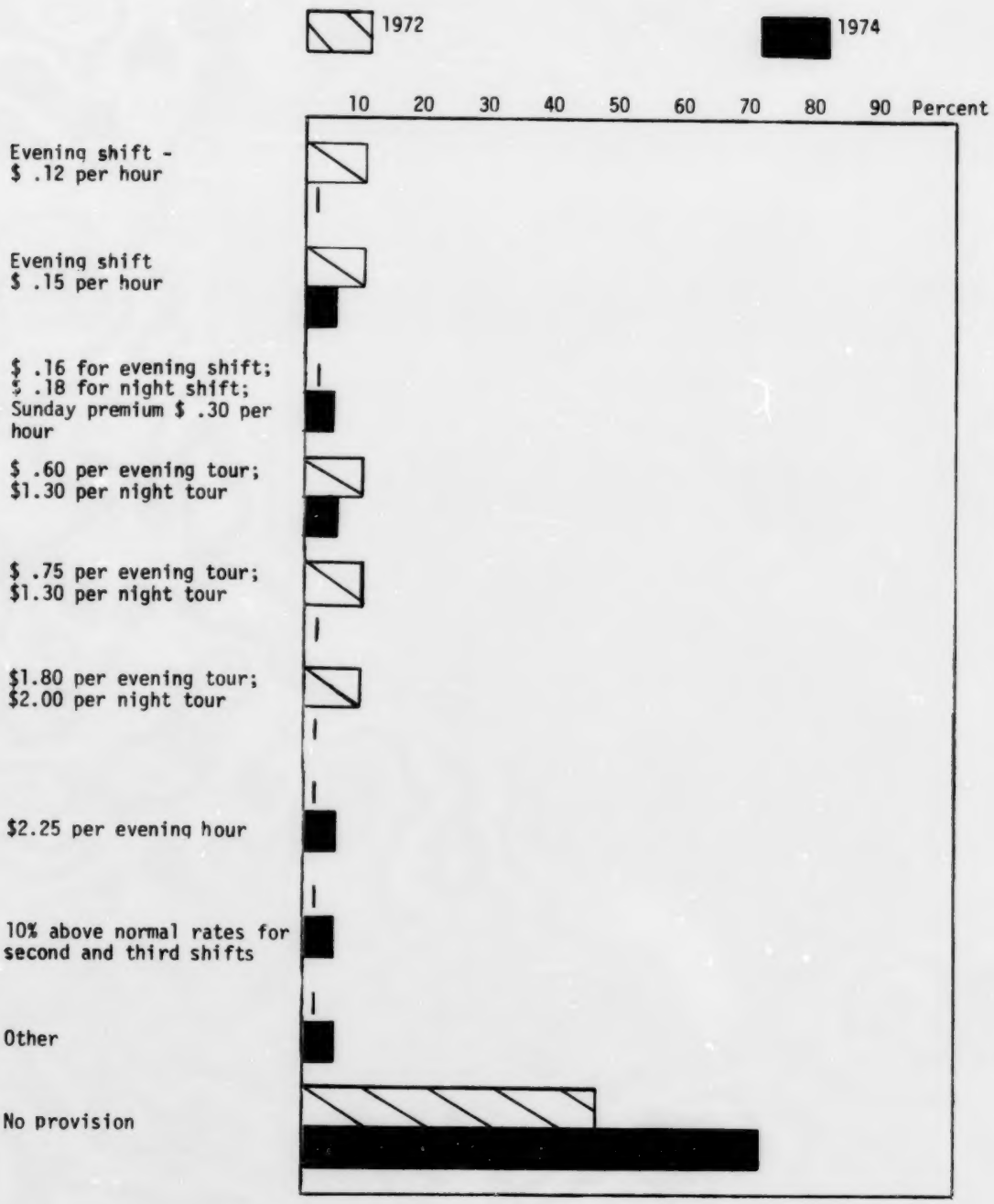


CHART 13: Industrial Safety

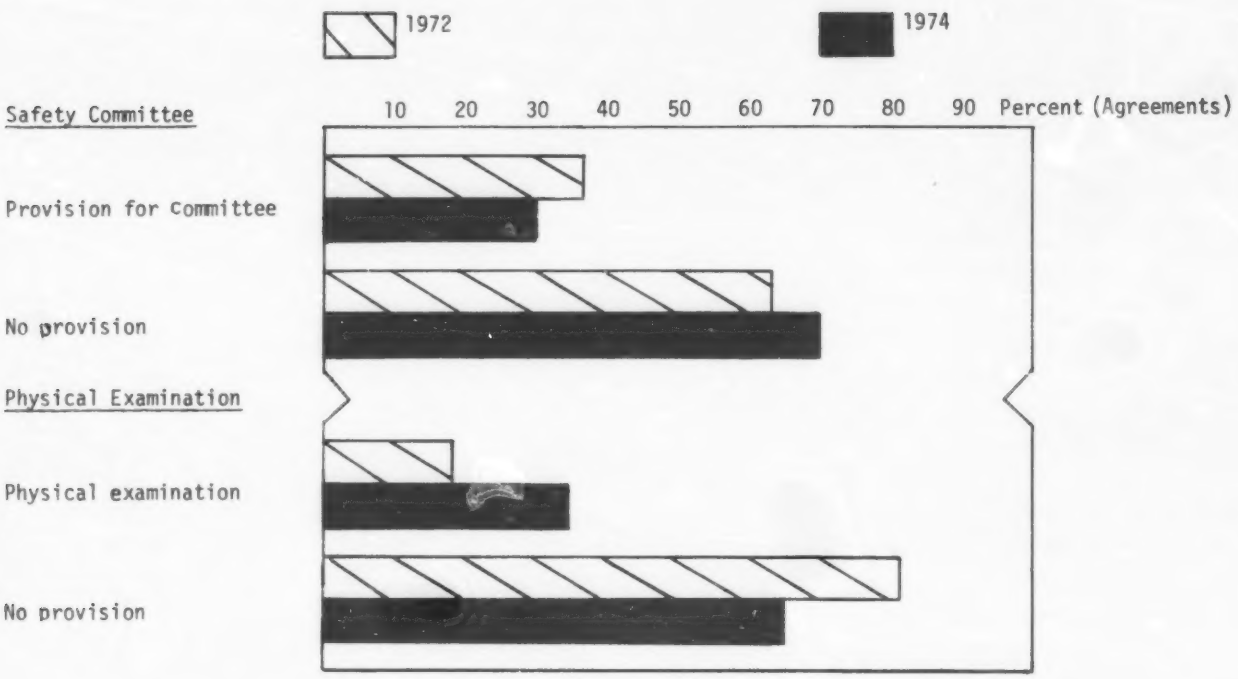


CHART 13: Industrial Safety (Cont'd)

Work Clothing

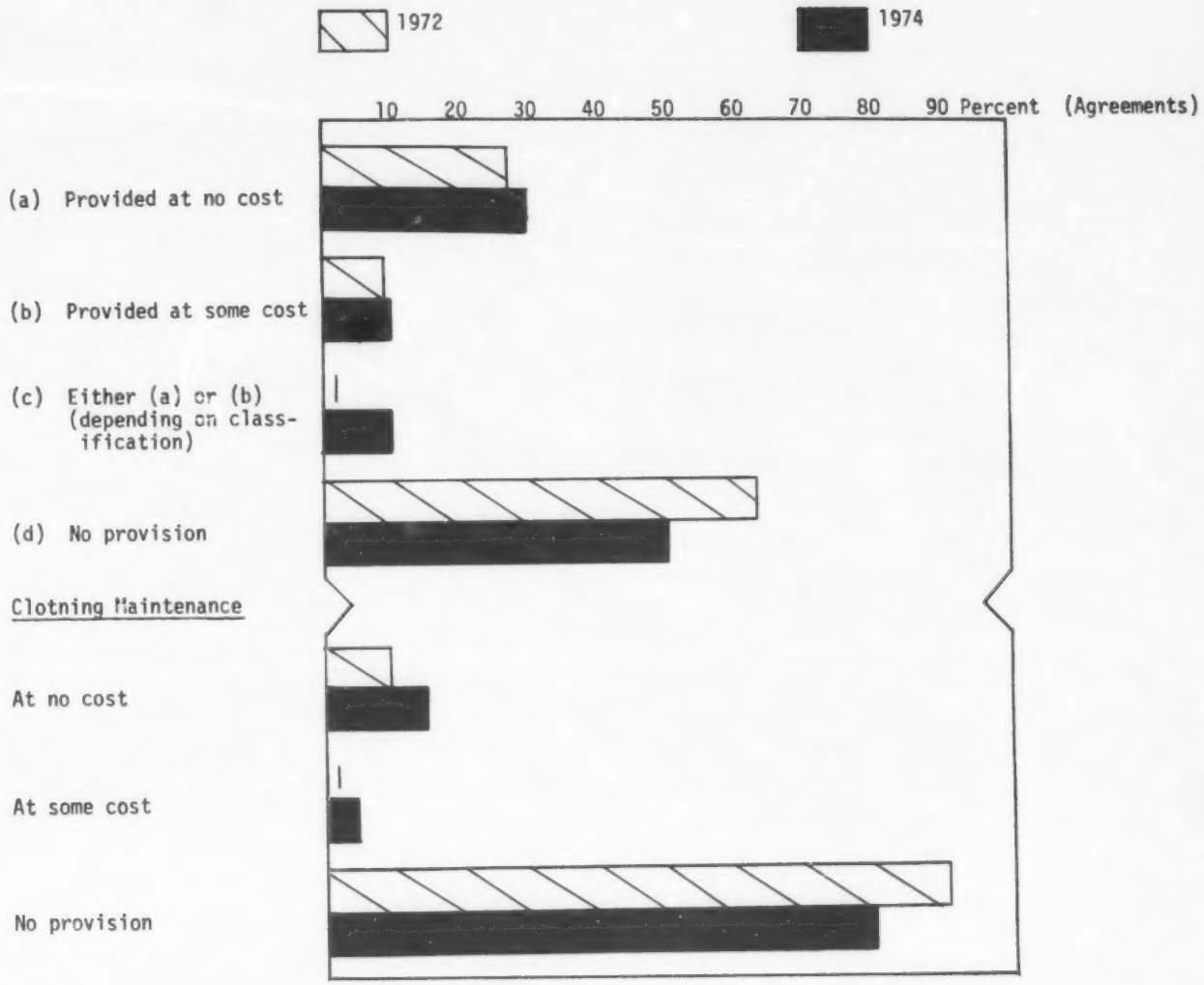

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
(a) Provided at no cost
(b) Provided at some cost
(c) Either (a) or (b) (depending on classification)
(d) No provision
Clothing Maintenance
At no cost
At some cost
No provision

CHART 14: Fringe Benefits

Paid Bereavement Leave

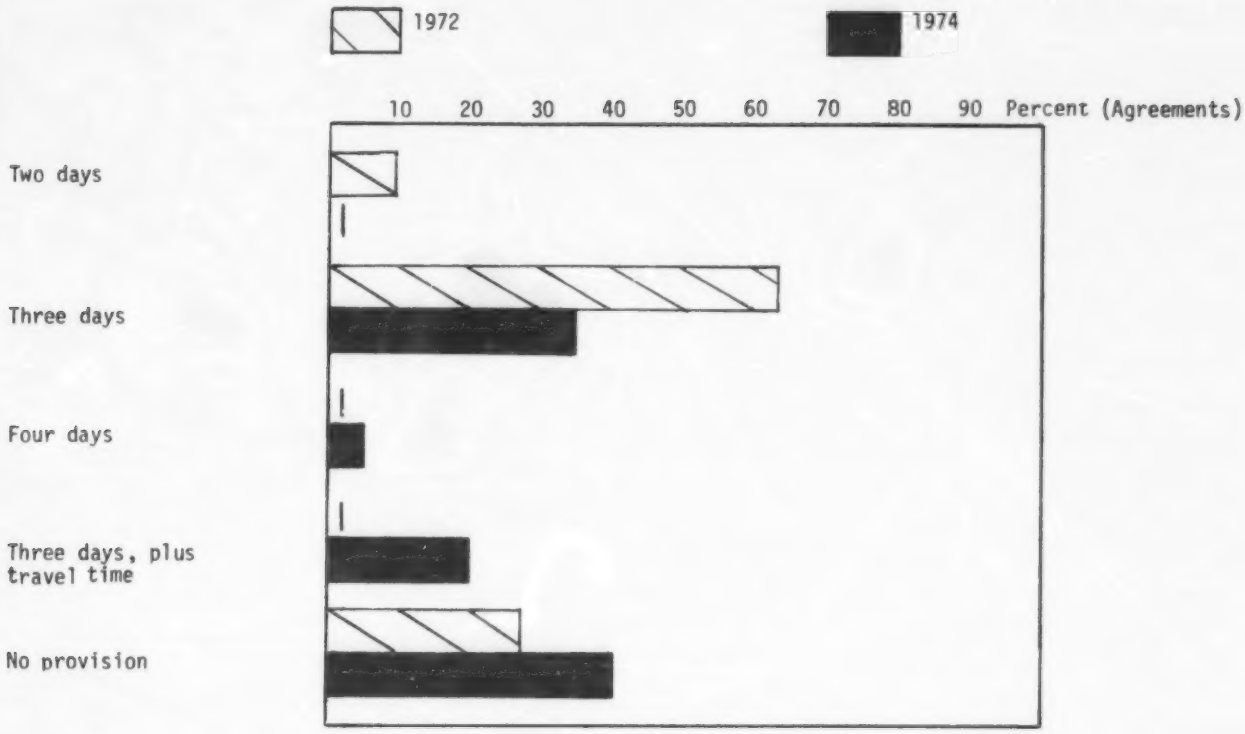


CHART 14: Fringe Benefits (Cont'd)

Call-out pay Guarantee

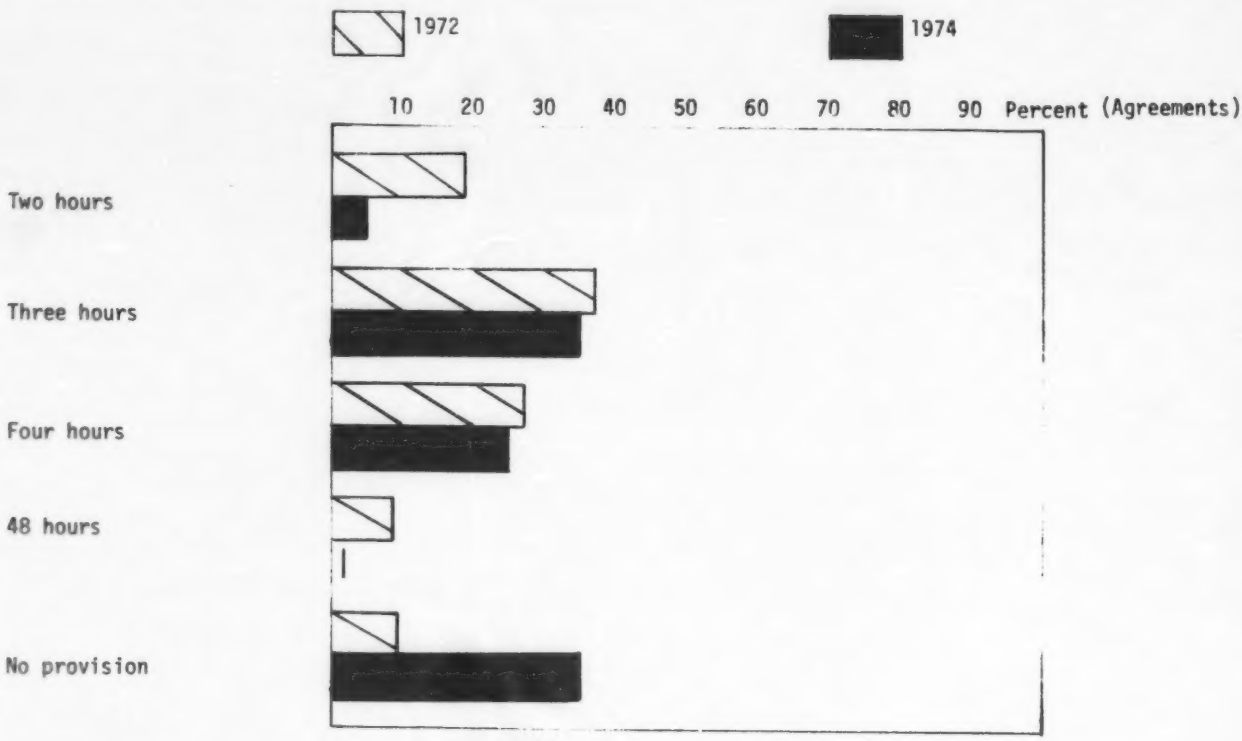


CHART 14: Fringe Benefits (Cont'd)

Notice of Layoff

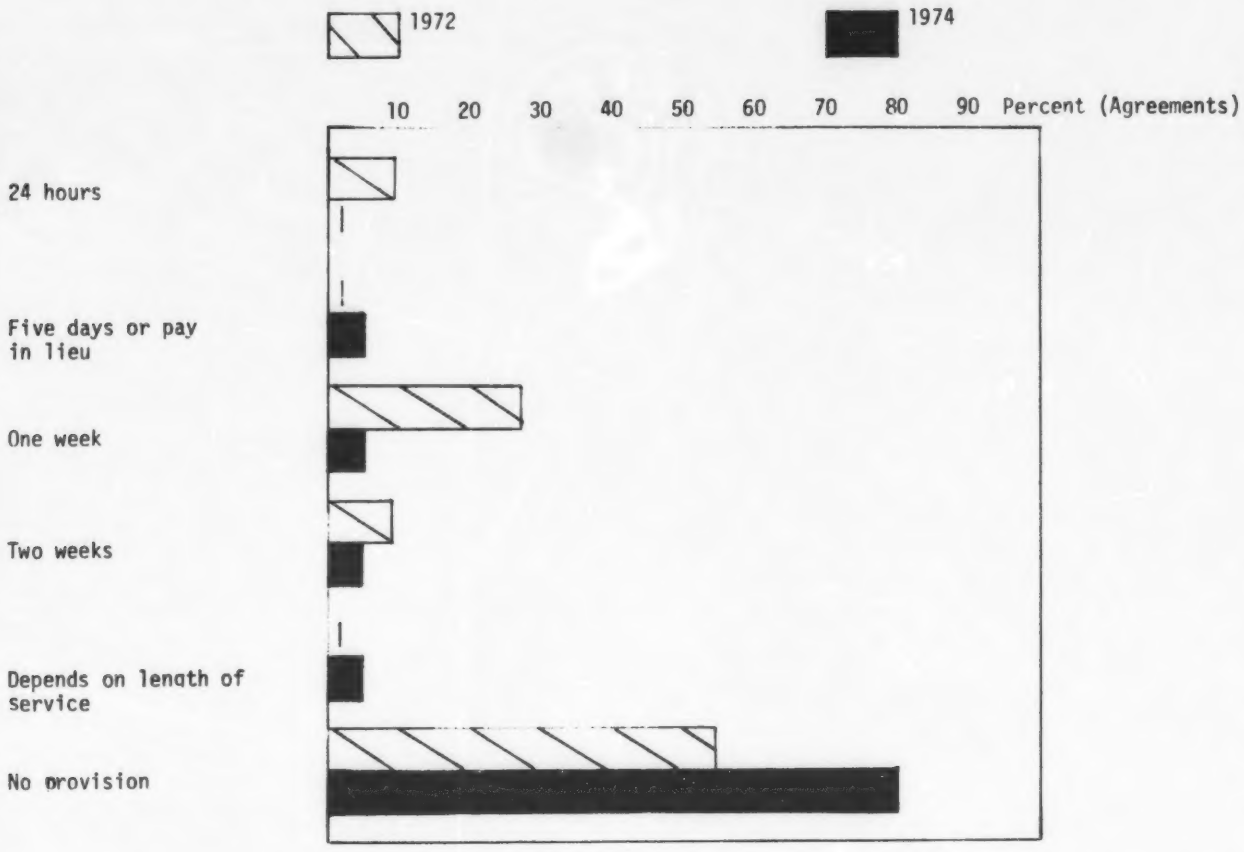


CHART 14: Fringe Benefits (Cont'd)

Paid Rest Periods

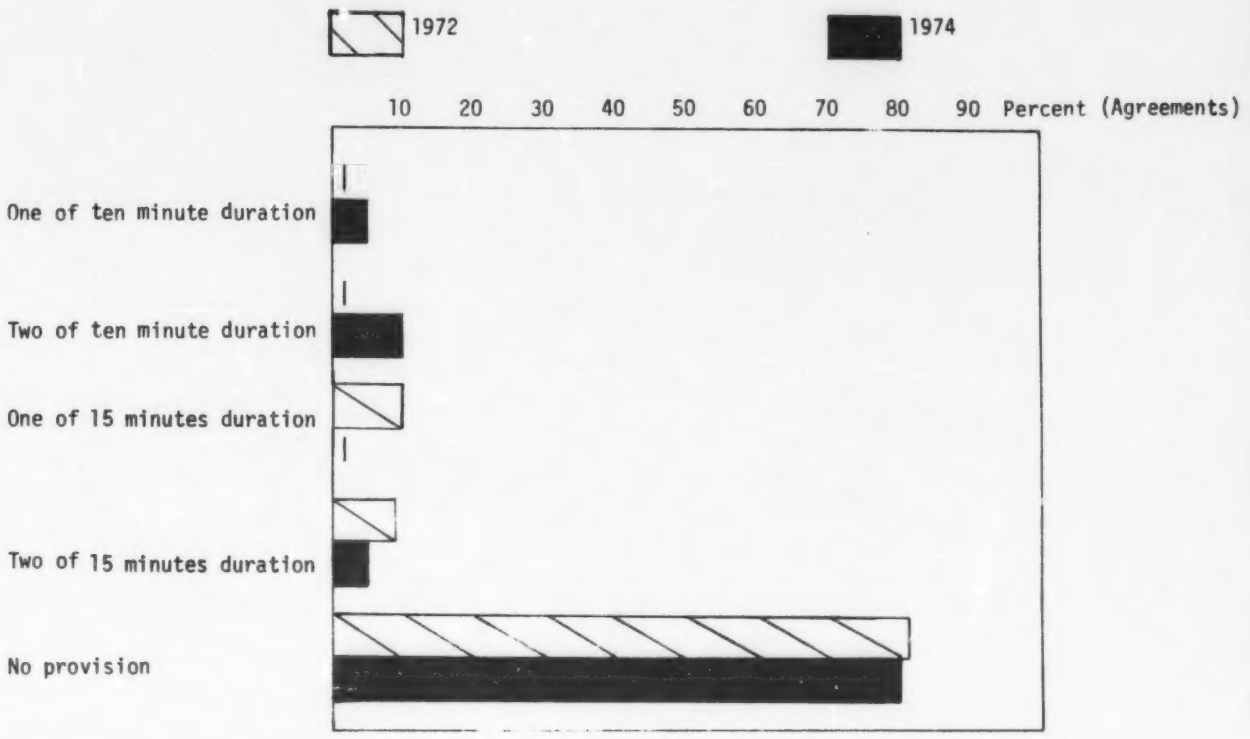
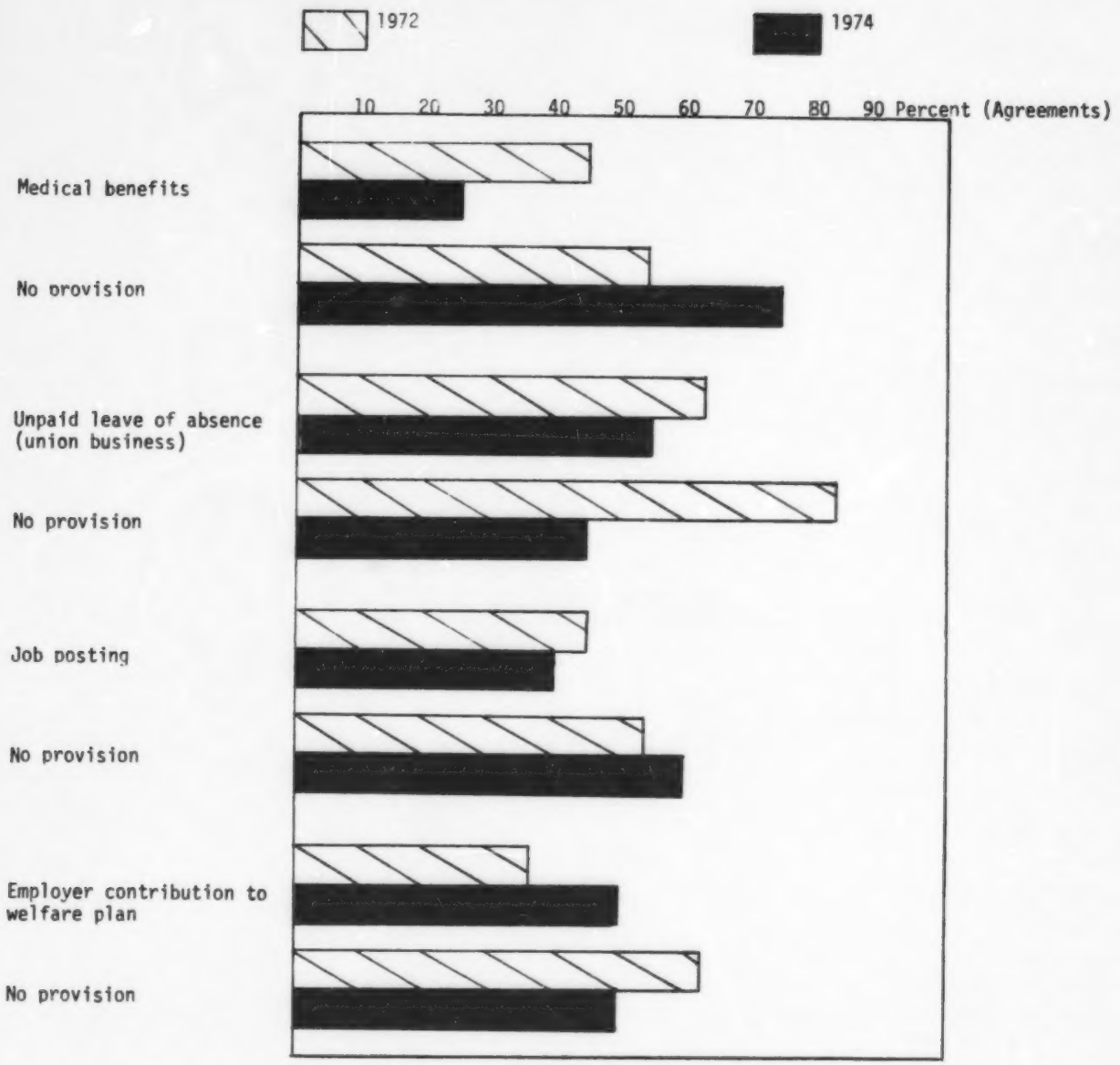


CHART 14: Fringe Benefits (Cont'd)



# APPENDIX I

## LIST OF EMPLOYERS COVERED BY SURVEY

Allen Bus Lines Limited

C & M Coach Lines Company Limited

Conrad Brothers Limited

Digby County Power Board

Eastern Telephone and Telegraph

Glace Bay Bus Company Limited

Halifax Transit Corporation

G. W. MacDonald Company Limited

Mahars Transfer Express Limited

Maritime Telegraph and Telephone Company Limited

New Glasgow Express Limited

Nova Scotia Power Corporation

O'Toole's Transfer Limited

Public Service Commission of Halifax

Robinson Bros. Express Limited

Sanborn's Motor Express Limited

Smith Transport Company Limited

Sydney & Whitney Pier Bus Services Limited

Trefry's Bus & Transportation Limited

# APPENDIX II

## LIST OF UNIONS COVERED BY SURVEY

Amalgamated Transit Union

Canadian Brotherhood of Railway, Transport and General Workers

Canadian Union of Chauffeurs, Dairy Workers, Warehousemen and General Workers

Canadian Union of Public Employees

International Brotherhood of Electrical Workers

International Union of Operating Engineers

Teamsters, Chauffeurs, Warehousemen and Helpers Union

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5. 1973 Wage Rates, Salaries and Hours of Labour in Nova Scotia (1974)
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